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ABSTRACT

This report presents data on the economic status of university professors, including, among other statistics: weighted average salary, average compensations, and percentage increases in salary for continuing faculty, by category, affiliation, and academic rank; average fringe benefits in dollars and as a percentage of average salary; percentage of faculty members with tenure status; percentage increases in average salaries (monetary and real); salary levels of continuing faculty, full professors, and new assistant professors, by discipline; average age, average salary, and percentage of faculty by category, academic rank, and gender; percentage distribution of faculty members by age, academic rank, and gender; and number of full-time faculty and average salaries in preclinical departments of medical schools and in nursing. Highlights of the report are discussed in an article by Hirschel Kasper titled "Some Dynamic Aspects of Academic Careers: The Urgent Need to Match Aspirations with Compensation." These highlights note that real salary levels increased 1.1% from 1988-89 to 1989-90; only 4.6% of all full-time faculty are women and in the rank of full professor; and average salary levels for faculty at four-year colleges averaged $42,200 and $34,230 for those at two-year colleges. (JDD)

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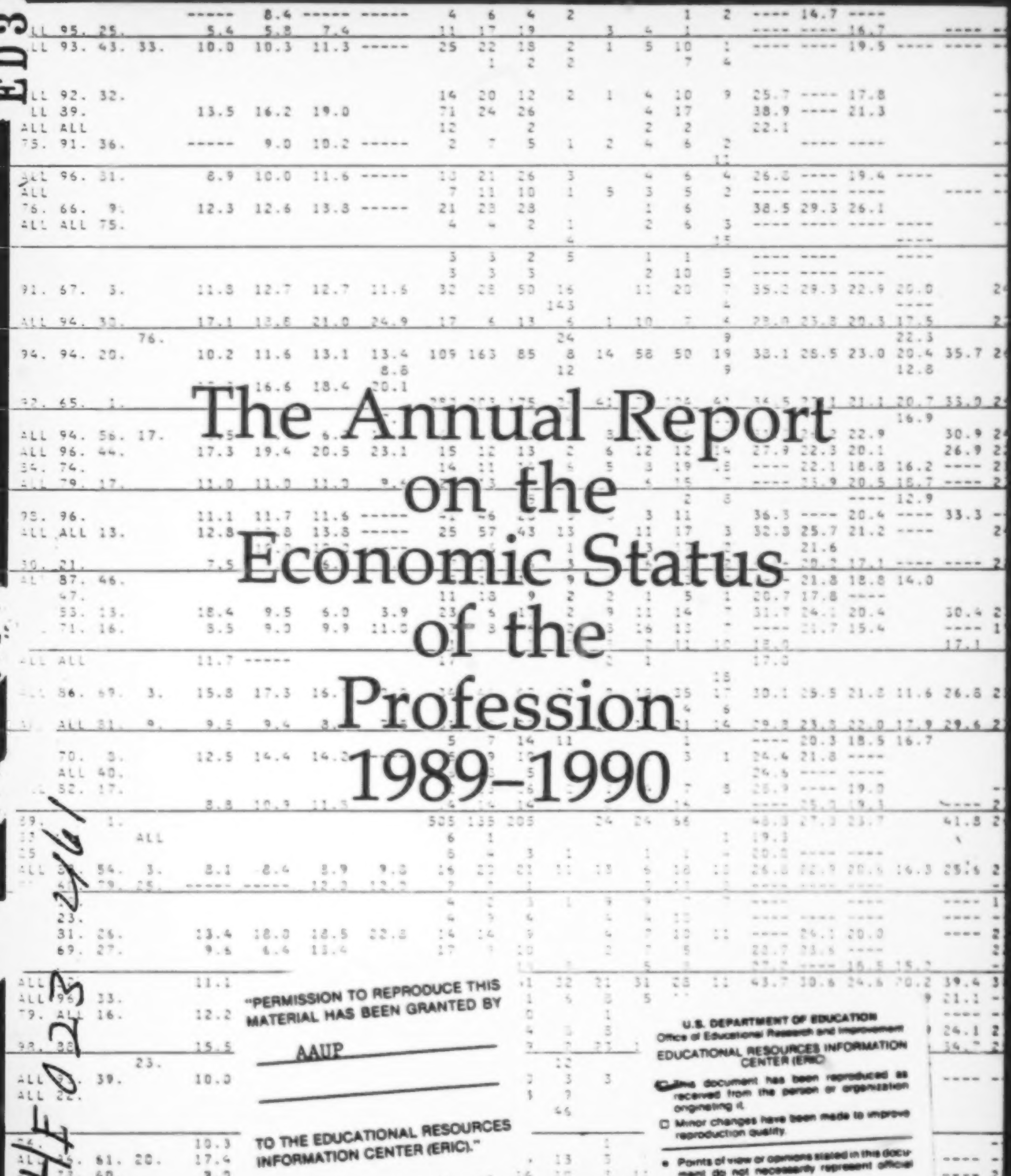

The Annual Report on the Economic Status of the Profession 1989–1990

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SPECIAL ISSUE

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Some Dynamic Aspects of Academic Careers: The Urgent Need to Match Aspirations with Compensation

☐ Real salary levels increased 1.1 percent—equal to the increase from 1987–88 to 1988–89.
☐ Increases in salary for continuing faculty averaged 7.3 percent, or 2.3 percent in real terms.
☐ The average rate of increase of real salaries during the decade of the 1980s was 1.9 percent per year; however, the average annual rate of losses in real dollars during the academic years 1972-73 to 1980-81 was 2.7 percent.
☐ It will take until 1995-96 to fully restore the purchasing power which faculty enjoyed in 1970-71.
☐ Only 4.6 percent of all full-time faculty are women and in the rank of full professor.
☐ Average salary levels for faculty at four-year colleges averaged $42,200 and only $34,230 for those at two-year colleges.

These highlights and others are discussed in the report by Professor Hirschel Kasper, chair of AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions responding to the AAUP Annual Survey conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials that appear in this report. Any questions concerning these data should be directed to Maryse Eymonerie Associates, P.O. Box 7893, Hilton Head, SC 29938. For additional copies of the report, send a check for $30 to AAUP, 1012 14th Street, N.W., Suite 500, Washington, D.C. 20005. Prepaid orders only.

The Annual Report on the Economic Status of the Profession, 1989–90

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Some Dynamic Aspects of Academic Careers: The Urgent Need to Match Aspirations with Compensation

The Annual Report on the Economic Status of the Profession, 1989–90[1]

In 1989–90, the average salary level of college and university faculty was 6.1 percent above the level for 1988–89, slightly higher than the 5.8 percent increase of the previous year. The average salary increase for 1989–90 of continuing faculty was 7.3 percent, up from 6.8 percent in 1988–89. The apparent improvement fades because the rate of inflation, as measured by increases in the "cost-of-living" Consumer Price Index (CPI), rose faster during academic year 1989–90, i.e., 4.9 percent, compared to the 4.7 percent rate from 1987–88 to 1988–89. As a result, in real dollars, adjusted for inflation, average salaries for all faculty ranks (combined) increased by 1.1 percent from 1988–89 to 1989–90, just as that from 1987–88 to 1988–89. For continuing faculty, the increase in real average salaries from 1988–89 to 1989–90 was 2.3 percent, a gain over the 2.0 percent increase of the previous year.

The Academic Profession as a Lifetime Career

This year's report provides a longer-term perspective on the economic aspects of academic careers than is customary. A fuller consideration of the dynamic issues involving the attraction, retention, and enhancement of faculty should provide not only greater understanding of the financial situations faced by current faculty but should also help provide background information for those concerned with making academic policies during the coming decade. Data are provided which describe the relation between the average salaries of faculty and their ages, by gender, for selected representative institutions.

The average level of salaries in real dollars increased every year throughout the decade of the 1980s, reversing the situation which occurred during the eight-year period from 1972–73 to 1980–81, when the increases in average salary levels were never as high as the inflation rate. The average rate of increase of real salaries during the decade of the 1980s was 1.9 percent per year; however, the average annual rate of losses in real dollars during the academic years from 1972–73 to 1980–81 was 2.7 percent.

Thus, while relatively young faculty have observed a pattern of improvements in real average salary levels, their colleagues who have been teaching for twenty years recognize that the current average salary levels, adjusted for inflation, are still below the levels of 1970–71. This difference in experience may partially explain the often-reported concern about compression of faculty salary structures and its consequent strains on collegiality and campus budgets.

Although average real salary levels of many professions fell during the 1970s, the real salaries of most professions regained their former levels by 1985. Faculty have not done as well. It will take until 1995–96 to fully restore the purchasing power which faculty enjoyed in 1970–71, assuming that faculty salary levels continue to increase at the same real rate for the next six years as they have during the last six. To put the matter in an historical perspective, it may take nearly a generation for some faculty, who began their careers in 1970, to obtain rewards in real dollars for their long service in academe.

There are at least two dimensions to what are sometimes termed "catch-up" salary increases. First, there is the understandable and human desire to serve in a career in which intellectual progress is matched with financial progress. Second, there is the broader, if elementary, need for the community at large to try to assure continued intellectual progress by attracting new persons with new ideas into the academic profession. The two dimensions are tied together for the academically strongest students who have to base their career choices on the current alternative salaries of different professions. In that sense, to underpay faculty today is to discourage a student from becoming a faculty member tomorrow. If the country is going to respond to the projected shortage of faculty in the next five years, one pivotal place to begin is with the compensation of today's faculty.

The shortfall in faculty salaries has had adverse consequences for the number of people undertaking study for doctorate degrees, and the number of persons with doctorate degrees who embark on academic careers. National Research Council data show that the annual number of doctorates awarded in the United States peaked in the early 1970s, when the number of doctorates awarded to U.S. citizens also peaked. Since then, the decline in the number of doctorates awarded to U.S. citizens has been so severe that, even though the number of doctorates awarded to persons studying in the United States on temporary visas increased by 50 percent from 1976 to 1986, the total number of doctorates awarded in 1986 was below that of 1970.

When considering the relation between faculty compensation and the pursuit of an academic career, it is useful to distinguish between rates of increase in average salary levels of faculty and rates of increase in average salaries of continuing faculty. The two concepts address different issues. Because of the budgetary implications, the profession as a whole, together with legislators, university budget officers, and university trustees, may be initially interested in increases in average salary levels. On the other hand, the rates of increase of salaries for continuing faculty may be of special interest to that faculty and to others who have professional responsibilities for faculty development and institutional growth.

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[1] The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates, Hilton Head, South Carolina.

Increases in faculty compensation over the past twenty years have reflected forces such as the varied budgetary problems of the mid-1970s for both private and public institutions; changing institutional aspirations and missions; and the shifts to, and from, a more professional curriculum. Yet, while a recitation of those forces may help explain events on particular campuses, they mask the basic question of the appropriate rate of salary increase for a given faculty member. There is no single good answer to the question about the proper or fair rate of increase in salary for continuing faculty, independent of their discipline, background, and professional achievements. Different measures are reasonable and in place on different campuses, with differing results.

One measure worth considering would be based on a projection of real salary increases of 2.5 percent per year, a lower estimate of the average growth rate in the economy as a whole, over a person's career. At that rate a faculty member who began an academic career at age 30 would achieve a doubling in real income by age 58. If real salary increases averaged 2 percent per year over one's career, a person who began an academic career at age 30 would not reach a doubling in income before retirement at age 65.

Such modest measures will keep academic careers as relatively attractive as they have been in the past half-dozen years of "catch-up," when real increases for continuing faculty averaged nearly 2.6 percent, but will not necessarily make academic careers more attractive compared to other professional opportunities. For that goal, real increases would have to reach 3 percent per year.

It may be a useful exercise to examine the implications of a 3 percent rate of growth for real salaries for different cohorts of faculty members. Naturally, salary increases over a lifetime reflect both progress (and accomplishment) in real terms and inflation. A professor who was first appointed to the faculty in 1960 at a typical starting salary of $6,000 would now be earning $58,720 following average salary increases of 3 percent per year in real terms, above the average rate of inflation of 4.9 percent during those 30 years; someone else first appointed in 1970 at a typical salary of $10,000 would now receive $56,680 if salary increases averaged 3 percent in real terms, above the 6.1 percent annual rate of inflation since then. A new faculty member appointed in 1980 at a typical starting salary of $20,000 would now receive $40,850 if real salaries rose at a 3 percent annual rate above the 4.4 percent annual rate of inflation.

In the absence of extensive data on the length of faculty service and salaries of almost 300,000 full-time faculty members covered in this study, one can do little more than speculate about the proportion of faculty whose salaries have increased over their careers faster than the basic rate of 3 percent. However, representative data depicting the chronological ages and salaries of a large group of faculty are reported in the accompanying tables.

Interestingly, the hypothetical projections of salaries in the above exercise can add to our understanding of the problem of salary compression. Because compression is a sensitive matter, it is helpful to recognize that it may be caused by many factors, included unexpected swings in the rate of inflation.

For faculty first appointed during the 1970s, the average rate of nominal salary increases received over their academic careers is greater than that received by faculty appointed during the 1960s over their careers, thereby reducing the dollar distance between the salary levels of the members of the two groups. The salary levels of the two cohorts are being driven closer together because nominal average salary increases during the 1970s, though often less than the rate of inflation, were relatively high compared to the pattern of the 1960s. Moreover, in contrast to the faculty appointed in the 1970s, who initially suffered losses in real salaries, faculty appointed in the 1980s have enjoyed real gains. Thus, fluctuations in the rates of inflation and the subsequent attempts to offset them have worked to compress salaries of relatively senior faculty compared to their relatively junior colleagues.

The data in Table I show that the increase in average salaries from 1988–89 to 1989–90 was 6.1 percent, larger than any during the past three years, yet no better than the median increase through the decade of the 1980s. After adjustment for an inflation rate of 4.9 percent for the 1989–90 academic year, the real increase in salary levels turns out to be 1.1 percent, no different from last year's increase. Of course, if the rate of inflation turns out to be higher than projected, as it did last year, the actual real gains will be even less than is reported.

CAREERS

An examination of the data in Table I demonstrates that there is no significant correlation between yearly changes in nominal and real salary levels since 1971–72. The unpredictability of real average salaries makes faculty members feel vulnerable and makes planning difficult for institutions. It would serve the interests of institutions if they were more successful in planning for inflation.

The average salary increases between 1988–89 and 1989–90 for continuing faculty, reported in Table II, reached 7.3 percent in nominal terms. There has been no increase larger than that since the increase received for the 1982–83 academic year. However, the real average salary increase from 1988–89 to 1989–90 for continuing faculty, adjusted for inflation, is only 2.3 percent, slightly higher than the average increase the previous year, but well below the average increases of the years from 1983–84 to 1986–87. The 2.3 percent increase was achieved in spite of the greater rate of inflation during 1989–90. So it is clear that, although the rate of inflation has risen each academic year since 1985–86, inflation is not an insurmountable barrier to raising the rate of growth of real salaries.

The data in Table II also show that the average percentage salary increases from 1988–89 to 1989–90 were, again, larger for continuing assistant professors than for associate professors, and smallest for continuing faculty at the full professor rank. The difference between the average increases for assistant and full professors was smaller this year, i.e., 7.8 percent *versus* 6.9 percent, compared to the uncommonly wide spread last year. The spread narrowed because the average increase for full professors rose by five-tenths of a percentage point, from the 6.4 percent from 1987–88 to 1988–89 to 6.9 percent from 1988–89 to 1989–90, while the average increase for assistant professors rose by only two-tenths of a percentage point to 7.8 percent during those years.

Table III, taken from a survey of institutions belonging to the National Association of State Universities and Land-Grant Colleges, presents salary information by discipline, albeit for only certain large institutions. Law, engineering, and computer information remain at the top of the salary lists for both full and new assistant professors. Fine arts and the humanities remain at the bottom, too, although the changes in salary levels for new assistant professors of fine arts and letters were, suggestively, larger than those for the (still higher paid) new assistant professors of law and computer information. In fact, there is little evidence in Table III of an increase in interdisciplinary dispersion of salaries.

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1971-72

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971-72 to 1972-73	4.3	4.2	4.1	3.9	4.1	0.3	0.1	0.1	−0.1	0.1	4.0
1972-73 to 1973-74	5.2	5.2	4.8	4.7	5.1	−3.4	−3.4	−3.8	−3.9	−3.5	8.9
1973-74 to 1974-75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974-75 to 1975-76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.2	−0.9	−1.0	7.1
1975-76 to 1976-77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976-77 to 1977-78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977-78 to 1978-79	5.6	5.8	5.9	6.0	5.8	−3.5	−3.3	−3.2	−3.1	−3.3	9.4
1978-79 to 1979-80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979-80 to 1980-81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980-81 to 1981-82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981-82 to 1982-83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982-83 to 1983-84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983-84 to 1984-85	6.7	6.4	6.6	6.2	6.6	2.6	2.4	2.6	2.2	2.6	3.9
1984-85 to 1985-86	6.1	5.9	6.2	5.9	6.1	3.0	2.8	3.1	2.8	3.0	3.0
1985-86 to 1986-87	6.0	5.8	5.7	4.9	5.9	3.8	3.5	3.4	2.6	3.6	2.2
1986-87 to 1987-88	5.0	4.8	4.9	3.8	4.9	0.9	0.7	0.8	−0.3	0.8	4.1
1987-88 to 1988-89	5.8	6.7	6.0	5.3	5.8	1.1	1.9	1.2	0.6	1.1	4.7
1988-89 to 1989-90	6.3	6.3	6.3	5.4	6.1	1.3	1.3	1.3	0.5	1.1	4.9*

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[1] Monetary salary increases measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of March through June 1990 has been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE II

Percentage Increases in the Consumer Price Index and Average Salary Increases of Continuing Faculty, Monetary and Real,[1] 1971-72 thru 1989-90

Academic Rank	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971-72 to 1972-73	4.7	5.7	5.9	6.3	5.5	0.7	1.6	1.8	2.2	1.4	4.0
1972-73 to 1973-74	5.4	6.3	6.5	7.0	6.1	−3.2	−2.4	−2.2	−1.7	−2.6	8.9
1973-74 to 1974-75	6.6	7.4	7.9	8.7	7.4	−4.1	−3.3	−2.3	−2.2	−4.1	11.1
1974-75 to 1975-76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975-76 to 1976-77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976-77 to 1977-78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.7	−0.7	−0.7	−0.7	6.7
1977-78 to 1978-79	6.9	7.6	8.0	8.4	7.4	−2.3	−1.6	−1.3	−0.9	−1.8	9.4
1978-79 to 1979-80	7.8	8.2	8.7	8.9	8.1	−4.9	−4.5	−4.1	−3.9	−4.6	13.3
1979-80 to 1980-81	9.6	10.0	10.6	10.6	10.0	−1.8	−1.4	−0.9	−0.9	−1.4	11.6
1980-81 to 1981-82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981-82 to 1982-83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982-83 to 1983-84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983-84 to 1984-85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984-85 to 1985-86	7.0	7.4	7.9	7.6	7.3	3.9	4.3	4.8	4.5	4.2	3.0
1985-86 to 1986-87	6.3	6.7	7.0	6.5	6.6	4.0	4.4	4.7	4.2	4.2	2.2
1986-87 to 1987-88	6.1	6.6	7.1	6.9	6.5	1.9	2.4	2.9	2.7	2.3	4.1
1987-88 to 1988-89	6.4	7.1	7.6	7.4	6.8	1.6	2.3	2.8	2.6	2.0	4.7
1988-89 to 1989-90	6.9	7.4	7.8	7.5	7.3	1.9	2.4	2.8	2.5	2.3	4.9*

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[1] Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of March through June 1990 has been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE III

Average Salary Levels for Full Professors and New Assistant Professors, by Discipline, 1989–90,[1] and Percentage Change, 1988–89 to 1989–90

Discipline	Average Salary	Percent Change
FULL PROFESSOR		
Law	$78,875	5.8%
Computer Information	67,026	5.8
Business	66,492	6.3
Engineering	65,342	5.6
Physical Sciences	59,122	5.7
Interdisc. Studies	57,562	6.4
Mathematics	57,237	5.3
Social Sciences	56,637	6.2
Psychology	56,599	6.4
Library	56,541	6.0
Area Studies	55,799	4.1
Public Affairs	55,582	5.4
Biology	53,997	6.8
Architecture	53,337	4.7
Letters	53,083	6.3
Foreign Languages	52,613	6.5
Communications	52,117	5.3
Agricultural Sciences	51,034	5.5
Education	50,677	6.5
Home Economics	50,420	3.2
Fine Arts	46,819	5.7
All Major Fields	57,997	5.7
NEW ASSISTANT PROFESSOR		
Business	48,023	8.4
Law	43,434	1.7
Engineering	41,845	5.0
Computer Information	40,672	2.3
Physical Sciences	34,003	8.3
Mathematics	32,858	4.5
Agricultural Sciences	32,246	7.3
Library	32,056	6.0
Architecture	32,013	7.7
Biology	31,994	10.4
Psychology	31,492	9.8
Public Affairs	31,204	0.6
Home Economics	31,139	5.3
Communications	30,887	4.6
Social Sciences	30,546	7.9
Education	29,339	5.6
Area Studies	29,304	7.0
Letters	27,596	7.1
Interdisc. Studies	27,579	3.3
Foreign Languages	26,832	4.7
Fine Arts	26,667	8.0
All Major Fields	34,164	5.4

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[1] Taken from the 1989–90 Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

This year's report examines the proportion of faculty who remained on the faculty from 1988–89 to 1989–90. Faculty leave institutions voluntarily and nonvoluntarily for many reasons, e.g., retirement, resignation in order to take up another career or another academic opportunity, nonrenewal of appointment, etc. Those factors operate differently at different times and at different institutions. A decade ago some institutions vigorously explored the advantages of early retirement for their faculty; today, many institutions are as involved in trying to retain their most senior faculty who may elect to retire. Similarly, the apparent standards for reappointment differ among institutions over time. Table IV contains data on the proportion of faculty who remained on the faculty from 1988–89 to 1989–90 by category, affiliation, and academic rank. It shows that 89.8 percent of the 1988–89 faculty remained there for the 1989–90 academic year; to put it another way, 10.2 percent of the 1988–89 faculty turned over by 1989–90. One way to interpret these numbers is to recognize that, if 10 percent of the faculty turn over every year, in ten years the institution would have the equivalent of an entirely new faculty.

Faculty retention was highest at Category I and IIA institutions; 90.8 percent and 91.1 percent, respectively, of the faculty were still there in 1989–90. Faculty retention rates were noticeably lower at Category IIB and III institutions. When considered by institutional affiliation, faculty retention rates are much lower at the private independent institutions than at the public institutions for each faculty rank. The data indicate that there is more mobility from private institutions at the senior, as well as the junior, ranks. Since there are no data on the reasons why senior faculty left their institutions, it is not possible to distinguish whether the senior faculty at private independent institutions are closer to retirement age or more professionally mobile than their colleagues at the public institutions. Other studies have reported that salary is the single most important determination of institutional differences in faculty retention rates.

By rank, turnover was the greatest for assistant professors, as might be imagined. A retention rate of 84.2 percent for assistant professors implies a complete turnover of assistant professors within seven years, arising either from promotion, resignation, or nonrenewal. One of the major reasons for the difference in the rates of retention between faculty at the assistant professor and associate professor ranks, 84.2 percent *versus* 94.7 percent, is that almost all of the turnover among associate professors is voluntary, seldom the result of an institution's nonrenewal decision.

Retirement and death are the major factors causing turnover at the full professor rank, although many move to other institutions, even after reaching 60 to 65 years of age, according to some reports.

Extensive data on age, salary, and gender for more than 30,000 faculty at 40 selected institutions are reported in Tables V and VI. These data provide the reader with an enriched perspective on the relation between salary, rank, age, and institutional category for men and women. At these institutions, the average age of men is five years more than that of the women. More interestingly, the data also indicate that, while the average age of women who are full professors is less than that of male full professors at each of the three categories of institutions, the average age of women assistant professors is above that of male assistant professors. The slightly higher average age of women at the assistant professor rank may reflect the fact that the average age at receipt of the doctorate degree is almost two years more for women than men.

The rank structures of male and female faculty are each the inverse of the other. The structure for male faculty is shaped like a mushroom, with a large top; the structure for women looks more like a pyramid, with a large base. For all categories combined, 53.6 percent of the men are full professors, with about as many who are associate as assistant professors. Only 19.9 percent of the women are full professors; the most common rank, by far, is assistant professor. The same rank structures appear at the three different categories. Typically, half the male faculty are full professors; between one-fifth and one-fourth of the women are.

While the data illustrate the relation between age and salary, they also show that age is not a complete explanation of the differences in average salaries between men and women. For example, male full professors at Category I institutions earn an average salary nearly $8,100 greater than that of their female colleagues, and average two years older; male associate professors at those institutions earn over $3,400 more than their female colleagues but are, on average, younger. It may be worth noting that at the Category IIB liberal arts colleges, men and women at the associate and assistant professor ranks are essentially equal in average age and average salary. The fact that, in the academic profession as a whole, women faculty are on average younger than men is only a partial explanation of why the overall average salaries for men are higher than for women, but the data in Table V may assist in measuring the relative importance of the age differences.

The structure of the age distribution of the faculty in the selected sample described above is depicted in Table VI. The data show that, not only is the median age of male faculty higher than that for female faculty, 48 *versus* 43, but that the age distribution of women is more compressed than that of men. Half the women are between the ages of 38 and 51; half the men are between 38 and 55. Although 16 percent of all faculty are 60 years of age or older, only 7 percent of the women are that close to retirement. One advantage of this table is that it shows the age distribution of faculty, such that one can observe that one-third of male faculty are 55 years of age or older, more than twice the proportion of women. Similarly, only one-fourth of the men are less than 39 years old, but one-third of the women are.

Some indication of the rate at which faculty are promoted can be gained from an examination of the age distribution columns. Ten percent of the male full professors are younger than 44, but 16 percent of the women full professors are that young. On the other hand, 23 percent of male assistant professors are 40 years of age or older, but 38 percent of the female professors are of that age.

CURRENT STATISTICS

The data in Table 1 show that, while the overall average increase in salary levels was 6.1 percent at institutions with faculty ranks, it was least at Category IIB baccalaureate colleges and highest for Category IIA comprehensive institutions. Average increases in salary at the public institutions lagged noticeably behind increases at the private independent colleges and universities, 6.0 percent *versus* 6.8 percent. This gap comes on top of the same kind of a difference last year. However, this year the difference is of greater national concern because it is particularly and unusually wide at the Category I major doctorate-granting institutions, where average salary increases were 7 percent at the private independent institutions but only 5.9 percent at the public universities.

The overall salary increase for continuing faculty, with rank, was 7.3 percent, larger, as usual, for faculty at the assistant professor rank and least for faculty at the full professor rank. Here again, continuing faculty at the private independent institutions received larger increases than did faculty at the public institutions. Among continuing faculty at the Category I institutions, the average increase, for all ranks, was largest at the church-related institutions. It should be a matter of worry that the average increase in salary for continuing faculty of all ranks was lowest at the research-and-development oriented Category I institutions.

Table 2 provides some insight into why the public institutions fared as poorly as they did compared to the private independents. It shows, first, that twice as many public institutions as private independents provided salary increases to their continuing faculty of less than 3 percent, i.e., 5 percent *versus* 2.6 percent, and, second, that while less than half of the public institutions provided increases of 7 percent or more, nearly two-thirds of the private institutions did that well. At the private independent institutions, less than one percent of the faculty received increases less than the rate of inflation, but 6.3 percent of the faculty at public institutions suffered real losses in purchasing power. Secondly, it also shows that 5.1 percent of the continuing faculty members at public institutions received average increases of less than 3 percent, compared with one-half of one percent of the continuing faculty at private independent institutions. However, proportionately more faculty at public institutions than at private independent institutions received increases of 10 percent or more. Thus it appears as if a number of smaller public institutions are having severe difficulty in the competition to reward and retain faculty.

Salaries and compensation, by category and affiliation, are reported in Table 3. It shows that the average salary for all faculty, with rank, is $41,650. The overall average salary for professors is 35 percent higher than that for associate professors, which is, in turn, 20 percent more than the average salary for assistant professors. The relative differences between ranks are larger at the Category I institutions and smallest at the Category IIB colleges among four-year institutions.

Average compensation for all faculty, with rank, is $51,400. Both average salary and average compensation are higher at the private independent institutions than the public ones; the relative spread is about one percentage point larger for compensation than salary. One consequence of the continuing smaller average increases at the public institutions is that now, at the Category I institutions, average salaries of the private independent institutions are 18 percent higher than at the public universities, and average compensation is 19.6 percent higher.

Average salaries for men and women by category, affiliation, and rank are shown in Table 4. It shows that the average salaries for men are generally higher than those for women. The average salary for male full professors is $54,340, which is 13 percent more than the average salary for female full professors of $48,080. The relative differences in average salaries for men and women at the associate and assistant ranks is 7 and 9 percent, respectively. Some of the smallest differences in average salaries between men and women appear at the associate professor rank among public institutions where, for example, there is less than a one percent difference at the Category IIB baccalaureate institutions, and less than a 4 percent difference at the large Category I universities.

The importance of region as a determinant of nominal average salaries is highlighted in Table 5. Although the Pacific region now pays the highest overall average salary for faculty with rank, among the Category I doctoral institutions the highest salaries are still paid in New England. The regional differences in average overall salaries are larger than would be expected based on simple cost-of-living differences. The overall average salary of $48,230 in the Pacific region is 35 percent higher than the $35,730 paid in the East South Cen-

TABLE IV

Percentage of Full-Time Faculty Members Remaining on Staff from 1988–89 to 1989–90 (Continuing Faculty), by Category, Affiliation, and Academic Rank[1]

Academic Rank	Categories					Affiliation		
	All	I	IIA	IIB	III	Public	Private	Church-Related
Professor	91.8	90.1	95.0	90.8	91.8	97.3	86.9	92.8
Associate	94.7	97.6	94.5	90.4	88.4	99.2	93.9	94.2
Assistant	84.2	85.9	84.4	82.2	78.5	87.8	82.1	85.8
Instructor	72.9	66.5	74.1	75.1	78.7	74.8	69.9	77.8
All Combined	89.8	90.8	91.1	86.9	85.7	94.4	87.2	90.2

[1] Sample includes 1,353 institutions providing comparable data for continuing faculty.

TABLE V

Faculty Average Age, Average Salary, and Percentage of Faculty, by Category, Academic Rank, and Gender, 1989–90[1]

Academic Rank	Average Age	Average Salary	Percent Faculty	Average Age	Average Salary	Percent Faculty
		MEN			WOMEN	
CATEGORY I (Doctoral-Level)						
Professor	54	68,440	53.7	52	60,350	19.6
Associate	44	46,930	20.1	45	43,470	22.7
Assistant	37	40,340	20.6	39	36,350	36.5
Instructor	37	30,240	1.9	38	29,770	6.4
Lecturer	43	37,760	2.6	44	29,010	10.6
No Rank	46	n/a	1.1	44	n/a	4.2
All Combined	48		100.0	43		100.0
CATEGORY IIA (Comprehensive)						
Professor	55	59,760	57.9	53	54,310	26.4
Associate	46	42,780	19.6	47	40,760	24.7
Assistant	37	35,200	18.9	40	33,740	32.6
Instructor	43	26,350	1.4	37	25,810	6.2
Lecturer	38	26,980	2.1	42	31,840	10.1
No Rank	-	-	-	-	-	-
All Combined	49		100.0	45		100.0
CATEGORY IIB (General Baccalaureate)						
Professor	54	57,390	49.6	46	54,660	20.5
Associate	43	41,640	22.1	43	41,600	26.7
Assistant	36	34,400	25.4	37	34,360	44.3
Instructor	33	29,700	1.8	34	27,960	3.8
Lecturer	39	35,410	0.8	48	35,390	2.7
No Rank	39	n/a	0.4	47	n/a	2.0
All Combined	47		100.0	42		100.0
ALL CATEGORIES COMBINED						
Professor	54	67,760	53.6	52	59,590	19.9
Associate	44	46,540	20.2	45	43,170	23.2
Assistant	37	39,810	20.9	38	36,020	37.2
Instructor	37	30,090	1.9	38	29,360	6.1
Lecturer	43	37,590	2.5	44	29,290	9.8
No Rank	46	n/a	1.0	44	n/a	3.8
All Combined	48		100.0	43		100.0

[1] Sample includes 30,019 full-time faculty members (23,699 men and 6,320 women) in 40 institutions (26 category I with 27,546 faculty; 3 category IIA with 463 faculty; and 11 category IIB with 1,741 faculty members). These institutions are part of an historical group of 41 institutions. Salary data have been published in aggregate form in the AAUP Annual Report from 1939–40 thru 1969–70 for this group known as the "Biennial Survey Institutions."

TABLE VI

Percentage Distribution of Faculty Members by Age, Academic Rank, and Gender, 1989–90[1]
(Percentages Cumulated Downward and Rounded to Nearest Unit)

	All Combined			MEN						WOMEN					
Age	All	Men	Women	Pr.	Ao.	Ai.	In.	Le.	Nr.	Pr.	Ao.	Ai.	In.	Le.	Nr.
70 & Older	1	1	*	2	*	*	*	1	4	1	*	*	*	*	–
69 & Older	2	2	1	4	*	*	*	1	5	2	1	*	*	*	–
68 & Older	3	3	1	5	*	*	*	1	5	3	1	*	*	1	*
67 & Older	4	4	2	7	1	*	*	2	5	4	1	*	*	2	1
66 & Older	5	6	2	10	1	*	*	2	5	6	2	*	*	2	2
65 & Older	6	7	3	13	1	*	*	3	6	9	3	*	*	3	3
64 & Older	8	9	4	15	2	*	1	3	8	12	3	*	*	3	4
63 & Older	10	11	5	19	3	1	2	5	8	14	4	1	1	4	4
62 & Older	11	13	5	22	4	1	2	5	13	16	5	1	2	5	6
61 & Older	13	15	6	26	5	1	2	7	15	18	6	1	2	5	7
60 & Older	16	18	7	30	6	1	3	8	16	21	7	1	2	6	9
59 & Older	18	20	8	34	7	1	3	10	18	23	8	1	2	8	10
58 & Older	20	23	10	38	9	1	4	10	19	27	9	2	3	10	11
57 & Older	22	25	11	41	10	2	4	12	21	29	10	3	3	10	14
56 & Older	24	28	12	46	12	2	4	12	22	32	12	3	3	12	16
55 & Older	27	30	14	49	13	2	5	14	25	36	13	3	4	14	19
54 & Older	29	33	15	53	14	2	6	16	26	40	15	4	5	16	20
53 & Older	31	35	17	57	17	3	7	18	28	43	16	4	5	18	23
52 & Older	34	38	19	61	19	3	8	20	29	48	18	5	6	21	25
51 & Older	37	41	21	65	21	3	10	23	33	51	21	6	9	23	29
50 & Older	39	44	23	69	23	3	10	25	35	55	24	7	10	26	30
49 & Older	42	46	26	73	26	4	11	28	36	60	28	8	12	28	32
48 & Older	45	50	29	77	30	5	11	30	38	66	33	10	14	33	33
47 & Older	49	53	33	81	33	5	13	33	42	71	37	12	17	37	38
46 & Older	52	56	36	84	37	6	14	37	45	76	42	14	18	40	42
45 & Older	55	59	40	87	42	8	17	40	47	80	47	16	20	43	45
44 & Older	58	62	43	90	47	9	17	45	53	84	52	19	23	47	47
43 & Older	61	65	48	92	53	12	19	48	56	89	59	22	26	51	51
42 & Older	64	68	52	94	59	14	22	51	60	93	63	26	29	54	53
41 & Older	68	71	57	96	64	18	24	55	64	95	70	32	33	58	58
40 & Older	71	74	62	97	70	23	26	60	67	97	77	38	37	63	61
39 & Older	75	77	66	98	76	28	29	63	70	98	82	44	40	67	63
38 & Older	78	80	71	99	82	36	33	69	75	99	87	52	46	72	67
37 & Older	82	83	76	99	87	44	37	72	78	99	92	59	51	77	71
36 & Older	85	86	80	99	92	53	43	77	80	99	95	66	56	81	74
35 & Older	89	89	85	100	95	62	53	81	83	99	98	74	63	86	80
34 & Older	91	92	88	100	97	70	63	83	86	100	99	79	68	89	84
33 & Older	94	94	91	100	98	79	71	87	88	100	99	84	75	92	87
32 & Older	96	96	94	100	99	86	78	90	91	100	100	89	81	95	90
31 & Older	97	98	96	100	99	92	86	93	94	100	100	94	88	97	90
30 & Older	98	99	98	100	100	95	89	94	96	100	100	97	90	98	93
Less than 30	2	1	2	–	–	5	11	6	4	–	–	3	10	2	7

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[1] See footnote to Table V. Key to headings above: Pr. = Professor; Ao. = Associate; Ai. = Assistant; In. = Instructor; Le. = Lecturer; and Nr. = No Rank.

tral states. Part of that difference must reflect a difference in philosophy toward postsecondary education. The data on compensation in Table 6 tells the same story, if slightly more pointed, since the relative proportion of fringe benefits tends to increase as average salary increases.

The actual distribution of 1989-90 average salaries of institutions, by category and rank, are described in Table 7. It shows, for example, that the top fifth of salaries, rated 1 in the following Appendix, for professors at Category I, IIA, and IIB institutions were $65,200, $53,300, and $45,000, respectively. The table also indicates that the distribution of average salaries for assistant professors is most spread out at the Category IIB colleges. The distribution of average compensation appears in Table 8. At Category I institutions, it would take an average compensation of more than $80,500 for full professors for the institution to rank in the top 20 percent and receive a 1 in the compensation ratings.

Tables 9 and 10 report average fringe benefits by benefit and as a proportion of salary. The two largest fringes remain retirement and social security, which together constitute approximately two-thirds of the total amount spent on benefits. Since all "fringes," combined, now provide 23.4 percent more dollars beyond salary, they ought not to be regarded as merely "fringes." The rising importance of medical insurance is clear.

According to the data reported in Table 11, the proportion of faculty with tenure is slightly higher at the public than at the private independent institutions, i.e., 65 percent *versus* 63 percent. The table also illustrates that relatively more women than men hold tenure at the assistant professor rank, especially at public institutions. For example, at the public institutions, 19 percent of the male assistant professors are tenured and 23 percent of the female assistant professors are tenured, suggesting that women were not promoted into the associate professor rank as rapidly as men. The differences are especially worrisome since, as the data in Table 12 show, a smaller proportion of women hold tenure-track appointments than do men. Table 12 also shows that 14 percent of the assistant professors are not on tenure-track appointments, an increase from last year. At the public institutions, 20 percent of all faculty are not on tenure-track appointments, compared to 18 percent last year.

The data in Table 13, describing the distribution of faculty by rank, show how far the distribution has been stretched from the historical situation when most faculty were either at the assistant or full-professor rank, with very few associate professors. The new shape, with more associate than assistant professors, reflects a slowdown in the rate of promotion to full professor. More than 40 percent of the faculty at Category I institutions are full professors, except for the church-related universities.

Much of the data in the earlier tables is summarized differently in Table 15. They reflect the unusually high response rate to the survey reported in Table 14. For example, the top rows of Table 15 show that 65 percent of the faculty is tenured, and that a larger proportion of the faculty is tenured at Category I institutions than at either Category IIA or IIB institutions, reflecting the higher proportion of full professors at the large doctorate-granting institutions.

For the 348,738 faculty in the survey, the average salary was $40,870. Considering only the four-year institutions (Categories I, IIA, IIB), the 290,460 faculty earned an average salary of $42,200 and an average compensation of $52,020.

Table 16 reports the distribution of faculty by gender, category, and institutional affiliation. The first two columns show that 72.6 percent of the full-time faculty are men, half of whom are full professors. The table also shows that half (50.8 percent) of all faculty are men teaching at public institutions. The data also indicate an increase in the number of women entering (and promoted within) the profession among all types of institutions. Yet, it remains a fact that there are about ten times more men than women who are full professors at the Category I institutions.

Tables 17 through 20 report salary data for faculty in the health professions. These data, like those in Table III, come from other sources than our own survey, but are comparable.

THE COMMITTEE

The number of institutions that responded to this year's survey is the largest in recent memory. The Committee is very pleased that so many institutions provided the necessary data for giving this report the respect it enjoys. We recognize that institutional officers were faced with many competing demands this year, so the academic community is especially appreciative of their willingness to answer the questionnaires sent out by Maryse Eymonerie Associates. A special note of appreciation is sent to those selected institutions which provided data on faculty ages so that we could draw a representative picture of the dynamics of an academic career.

It is a pleasure to again express the Committee's appreciation to Maryse Eymonerie for her patience, dedication, and wisdom in bringing this year's survey to its very timely conclusion. Over the past half-dozen years, the publication of Committee Z's report has come continuously earlier in the spring. Earlier publication increases its usefulness to faculty and others engaged in budgetary planning.

Finally, I want to express my personal appreciation to everyone in the academic community who has taken the time to comment on and criticize the ideas behind the language in the most recent reports. I appreciate, too, the willingness of the other members of Committee Z for taking time to worry about the economic status of the profession: Ronald Ehrenberg (Cornell University), Susan Vroman (Georgetown University), Daniel S. Hamermesh (Michigan State University), and Debra Barbezat (Amherst College); also W. Lee Hansen (University of Wisconsin, Madison). At one time or another during my tenure as Committee Z chair I have, also, called upon several of those who chaired the Committee in the past, and I must express my appreciation to them for their full support.

HIRSCHEL KASPER (Economics)
Oberlin College
Chair, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1988–89 to 1989–90[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I (Doctoral-Level)								
Professor	6.2	5.9	6.8	7.0	6.7	6.6	7.1	7.6
Associate	6.2	6.0	7.1	6.4	7.3	7.2	8.0	7.7
Assistant	6.2	5.8	7.5	7.6	7.9	7.8	8.3	8.5
Instructor	5.4	4.7	8.2	4.8	7.7	7.7	7.8	6.6
All Ranks	6.2	5.9	7.0	6.9	7.1	7.0	7.5	7.8
CATEGORY IIA (Comprehensive)								
Professor	6.5	6.4	7.0	7.7	7.2	7.1	7.7	7.8
Associate	6.5	6.5	6.7	6.9	7.6	7.5	7.7	8.1
Assistant	6.7	6.8	7.1	5.9	7.8	7.7	8.1	7.6
Instructor	5.6	7.3	7.2	7.3	7.6	7.3	9.1	8.3
All Ranks	6.5	6.4	6.9	6.9	7.5	7.4	7.8	7.9
CATEGORY IIB (General Baccalaureate)								
Professor	6.1	5.4	6.1	6.6	7.1	6.2	7.5	7.1
Associate	5.8	4.8	6.2	6.1	7.5	6.9	8.0	7.3
Assistant	5.8	4.7	6.5	5.9	7.9	7.1	8.6	7.7
Instructor	5.1	4.3	5.6	5.6	7.2	6.0	8.3	7.6
All Ranks	5.8	4.9	6.2	6.2	7.4	6.7	7.9	7.4
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	5.7	5.7	6.9	4.2	6.6	6.6	8.0	7.3
Associate	6.4	6.3	9.1	5.5	6.8	6.8	8.1	8.2
Assistant	5.9	5.8	9.6	5.3	7.5	7.4	8.4	8.0
Instructor	5.7	5.7	4.5	4.3	7.4	7.3	8.9	6.4
All Ranks	6.0	5.9	8.1	6.1	7.0	6.9	8.9	7.6
CATEGORY IV (Institutions without Ranks)								
No Rank	5.6	5.6	5.6	3.8	6.6	6.6	6.5	5.7
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	6.3	6.0	6.7	7.0	6.9	6.7	7.3	7.5
Associate	6.3	6.1	6.8	6.4	7.4	7.2	7.9	7.6
Assistant	6.3	6.1	7.1	6.2	7.8	7.7	8.4	7.8
Instructor	5.4	5.1	7.0	5.9	7.5	7.3	8.4	7.7
All Ranks	6.1	6.0	6.8	6.6	7.3	7.1	7.7	7.6

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[1] Sample includes 1,717 and 1,353 institutions, respectively. The All Ranks figures include the rank of Lecturer and the category No Rank used by a relatively small number of institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary for Continuing Faculty and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1988–89 to 1989–90[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related
		INSTITUTIONS		
15 percent & over	1.0	0.6	2.2	0.6
14 percent & over	1.4	0.9	2.9	0.9
13 percent & over	1.7	1.1	3.6	0.9
12 percent & over	3.3	2.2	5.5	3.2
11 percent & over	4.9	3.2	8.4	5.7
10 percent & over	10.1	8.2	13.5	11.0
9 percent & over	18.3	15.8	22.6	19.6
8 percent & over	33.5	30.1	39.1	35.0
7 percent & over	52.3	45.5	65.0	52.7
6 percent & over	70.6	68.0	78.8	68.5
5 percent & over	85.4	84.0	90.5	84.2
4 percent & over	93.6	93.9	96.0	92.4
3 percent & over	95.8	95.0	97.4	96.8
2 percent & over	97.0	96.1	98.2	98.4
1 percent & over	97.6	97.0	98.5	99.1
Below 1 percent	2.4	3.0	1.5	0.9
Total	100.0	100.0	100.0	100.0
		FACULTY MEMBERS		
15 percent & over	0.3	0.1	1.0	0.7
14 percent & over	0.7	0.4	1.5	0.9
13 percent & over	1.1	0.9	2.1	0.9
12 percent & over	2.5	2.1	2.9	4.3
11 percent & over	3.7	3.3	4.2	5.5
10 percent & over	9.6	10.2	7.7	9.1
9 percent & over	16.8	17.4	13.8	18.2
8 percent & over	36.4	35.8	37.4	38.0
7 percent & over	56.6	49.9	75.0	66.2
6 percent & over	76.8	72.4	89.2	82.3
5 percent & over	88.5	86.0	95.2	91.8
4 percent & over	95.0	93.7	99.2	95.8
3 percent & over	96.2	94.9	99.5	98.5
2 percent & over	97.9	97.2	99.5	98.9
1 percent & over	98.5	98.1	99.6	99.1
Below 1 percent	1.5	1.9	0.4	0.9
Total	100.0	100.0	100.0	100.0

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[1] Sample includes 1,353 institutions reporting data for both years.

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1989–90[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I (Doctoral-Level)								
Professor	59,920	57,520	68,360	61,210	72,970	69,750	84,310	74,660
Associate	42,830	42,010	46,440	43,810	53,060	51,860	58,340	54,480
Assistant	36,110	35,380	39,110	36,330	44,680	43,810	48,470	44,010
Instructor	25,710	24,570	30,610	31,190	32,110	30,840	37,780	37,250
Lecturer	29,110	27,420	34,510	27,400	36,200	34,200	42,710	33,530
No Rank	29,480	29,190	31,380	26,910	37,070	36,540	40,610	33,420
All Ranks	47,080	45,490	53,690	46,380	57,870	55,720	66,650	56,810
CATEGORY IIA (Comprehensive)								
Professor	49,710	49,610	51,000	48,020	61,150	61,000	63,300	59,640
Associate	39,520	39,690	39,740	38,090	49,200	49,370	49,540	47,600
Assistant	32,640	32,730	32,780	31,900	40,640	40,830	40,450	39,660
Instructor	25,250	25,110	26,470	25,160	31,520	31,410	32,710	31,220
Lecturer	26,290	25,630	29,510	33,960	32,970	32,290	36,250	40,660
No Rank	30,120	30,400	29,490	30,460	36,290	36,040	36,700	37,080
All Ranks	40,010	40,140	40,370	38,510	49,540	49,660	50,100	47,910
CATEGORY IIB (General Baccalaureate)								
Professor	42,180	43,270	46,830	37,620	52,410	53,170	58,800	46,600
Associate	34,030	35,850	35,940	31,410	42,240	44,170	44,890	38,780
Assistant	28,210	29,650	29,520	26,390	34,680	37,000	36,290	32,090
Instructor	23,210	24,220	24,100	22,030	28,380	30,310	29,320	26,500
Lecturer	25,860	25,400	29,170	21,240	31,920	31,680	36,000	25,540
No Rank	30,190	31,260	32,570	24,230	37,860	37,340	41,150	30,620
All Ranks	33,400	34,420	36,320	30,480	41,330	42,640	45,250	37,460
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	42,430	43,000	31,560	26,040	53,220	53,970	32,320	32,130
Associate	35,540	35,990	27,830	25,130	44,640	45,260	33,840	31,100
Assistant	30,080	30,560	24,620	22,490	38,230	38,950	29,810	27,780
Instructor	25,240	25,850	18,840	18,570	32,040	32,940	22,610	22,100
Lecturer	22,040	22,040	-	-	28,240	28,240	-	-
All Ranks	33,950	34,560	25,210	23,000	42,800	43,640	30,530	28,220
CATEGORY IV (Institutions without Ranks)								
No Rank	34,390	34,510	27,320	22,400	42,190	42,340	33,160	26,730
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	53,540	53,210	59,600	44,320	65,610	64,930	73,820	54,840
Associate	39,590	40,250	41,210	35,320	49,420	49,910	51,590	43,830
Assistant	32,970	33,530	34,030	29,080	40,900	41,750	42,010	35,550
Instructor	24,890	25,040	26,030	23,110	31,050	31,490	31,910	27,970
Lecturer	27,780	26,500	33,050	27,100	34,610	33,170	40,860	32,830
No Rank	29,900	29,750	31,670	24,900	37,150	36,450	40,010	31,320
All Ranks	41,650	41,920	45,080	34,910	51,400	51,670	55,950	43,020

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[1] Sample includes 2,127 institutions.

TABLE 4

Weighted Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1989–90[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
			MEN				WOMEN	
CATEGORY I (Doctoral-Level)								
Professor	60,480	58,040	69,070	61,870	54,190	52,260	61,000	55,670
Associate	43,440	41,580	47,230	44,700	40,790	40,040	43,980	41,100
Assistant	37,360	36,600	40,320	37,750	33,810	33,190	36,490	34,470
Instructor	27,270	25,880	31,710	33,060	24,520	23,650	29,340	29,140
Lecturer	31,990	29,500	39,300	29,440	26,400	25,520	29,390	25,670
CATEGORY IIA (Comprehensive)								
Professor	49,990	49,940	51,390	48,600	48,080	48,360	48,740	44,360
Associate	40,060	40,160	40,550	38,800	38,010	38,390	37,560	36,080
Assistant	33,510	33,570	33,760	32,870	39,380	31,520	31,360	30,420
Instructor	26,290	26,170	27,360	26,200	24,490	23,340	25,810	24,390
Lecturer	28,150	27,480	30,970	36,830	24,580	23,930	28,140	31,910
CATEGORY IIB (General Baccalaureate)								
Professor	42,630	43,500	47,380	38,080	39,900	41,910	44,090	35,390
Associate	34,550	35,220	36,530	31,040	32,800	34,920	34,500	30,190
Assistant	28,710	30,220	29,950	26,810	27,560	28,810	28,970	25,860
Instructor	23,870	25,150	24,490	22,560	22,660	23,390	23,800	21,610
Lecturer	26,470	26,500	29,230	22,190	25,340	24,630	29,130	20,300
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	43,080	43,610	32,660	26,440	40,860	41,500	29,170	25,120
Associate	36,250	36,730	28,710	25,660	34,450	34,860	26,000	24,300
Assistant	30,800	31,170	26,080	23,610	29,310	29,890	23,520	21,320
Instructor	26,020	26,490	19,600	18,430	24,590	25,290	18,410	18,640
Lecturer	23,550	23,550	-	-	20,970	20,970	-	-
CATEGORY IV (Institutions without Ranks)								
No Rank	36,580	36,680	30,190	23,720	30,060	30,200	23,400	20,810
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	54,340	53,890	60,650	45,100	48,080	48,490	51,820	39,890
Associate	40,530	40,920	42,140	36,120	37,710	38,340	38,700	33,280
Assistant	34,120	34,620	35,390	29,910	31,230	31,830	31,860	27,960
Instructor	25,910	26,060	27,190	23,920	24,110	24,260	25,050	22,480
Lecturer	30,130	28,410	36,940	28,830	25,610	24,750	29,180	25,460

[1] Sample includes 1,959 institutions providing data by gender.

TABLE 5

Weighted Average Salary, by Region, Category, and Academic Rank, 1989–90[1]

	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
Academic Rank	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I (Doctoral-Level)									
Professor	64,970	50,130	55,040	58,880	65,820	67,450	56,170	51,900	60,330
Associate	43,650	38,360	40,920	43,120	46,810	46,070	40,340	38,690	43,610
Assistant	37,650	33,220	34,970	36,010	38,190	38,720	23,370	33,110	36,750
Instructor	27,140	25,230	24,210	24,350	26,820	31,990	24,210	23,630	27,560
Lecturer	26,700	26,650	24,200	27,270	29,680	39,490	25,620	24,750	28,530
All Ranks	52,430	41,130	44,760	46,530	51,280	53,380	43,280	40,980	46,590
CATEGORY IIA (Comprehensive)									
Professor	54,430	43,680	44,460	46,660	52,370	54,350	42,360	42,470	50,330
Associate	41,660	36,450	36,270	38,450	41,850	42,760	35,460	35,400	40,590
Assistant	34,250	31,010	30,680	32,110	33,870	35,170	30,070	29,930	34,320
Instructor	28,560	24,320	24,400	25,150	26,830	28,440	23,800	23,540	26,570
Lecturer	28,410	26,080	20,540	25,390	29,970	35,730	21,480	21,680	27,620
All Ranks	46,660	35,750	35,490	38,210	42,000	44,000	33,800	34,590	39,960
CATEGORY IIB (General Baccalaureate)									
Professor	45,890	39,640	39,140	40,830	46,830	49,800	37,130	35,190	41,240
Associate	34,930	32,270	32,090	33,490	36,920	37,450	31,810	28,850	34,050
Assistant	28,960	26,700	27,100	27,980	29,940	30,740	27,730	24,790	28,010
Instructor	25,120	21,830	23,060	23,790	24,960	26,090	22,420	20,630	23,510
Lecturer	26,430	22,840	23,420	23,550	28,440	31,650	23,180	18,700	25,540
All Ranks	36,340	32,370	31,200	33,080	36,320	38,240	30,590	28,140	32,940
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	50,270	32,470	41,460	40,040	46,370	40,430	37,710	34,960	42,520
Associate	47,500	29,350	34,910	35,980	38,630	32,240	33,700	29,740	35,810
Assistant	37,760	25,830	29,450	29,850	32,980	29,040	29,020	25,980	30,540
Instructor	33,840	23,650	25,980	25,760	26,460	26,970	25,160	22,420	26,240
Lecturer	-	24,330	-	23,210	25,780	27,860	17,450	-	19,860
All Ranks	44,170	27,020	33,870	33,450	38,130	34,500	30,870	27,630	33,920
CATEGORY IV (Institutions without Ranks)									
No Rank	42,340	29,020	30,790	37,610	31,950	28,310	30,970	27,000	31,030
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	58,250	47,800	47,990	52,840	57,000	59,010	49,100	45,870	53,540
Associate	42,060	37,130	36,870	39,890	42,250	42,420	37,320	35,330	40,290
Assistant	35,220	31,720	30,780	33,150	34,240	34,900	31,520	30,000	33,440
Instructor	28,010	24,250	24,010	24,650	26,250	28,390	23,780	22,870	25,960
Lecturer	27,330	26,210	21,640	26,270	29,620	38,080	24,410	23,260	27,280
All Ranks	48,230	38,620	37,600	41,500	43,980	46,140	37,660	35,730	41,030

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[1] Sample includes 2,127 institutions.

Pacific: Alaska, Calif., Hawaii, Oreg. & Wash.; *Mountain:* Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, & Wyo.; *West North Central:* Iowa, Kans., Minn., Mo., Nebr. N. Dak. & S. Dak., *East North Central:* Ill., Ind., Mich., Ohio, & Wis.; *Middle Atlantic:* N.J., N.Y., & Pa., *New England:* Conn., Me., Mass., N.H., R.I., & Vt.; *West South Central:* Ark., La., Okla., & Tex.; *East South Central:* Ala., Ky., Miss., & Tenn.; *South Atlantic:* Del., D.C., Fla., Ga., Md., N.C., S.C., Va., and W. Va.

TABLE 6

Weighted Average Compensation, by Region, Category, and Academic Rank, 1989–90[1]

	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
Academic Rank	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I (Doctoral-Level)									
Professor	78,300	60,420	66,660	71,550	81,550	82,780	67,840	63,280	73,580
Associate	54,240	47,060	50,360	52,980	59,130	57,760	49,600	47,500	53,990
Assistant	46,820	40,970	43,010	44,410	47,790	48,120	42,140	40,420	45,480
Instructor	35,370	31,590	30,260	30,290	34,200	39,540	29,770	28,970	34,180
Lecturer	34,360	33,240	30,540	33,580	37,860	48,510	31,800	30,360	34,880
All Ranks	64,020	50,110	54,640	56,910	64,030	65,980	52,750	50,090	57,260
CATEGORY IIA (Comprehensive)									
Professor	66,940	52,600	53,500	57,760	65,450	66,930	51,470	52,060	61,860
Associate	52,510	44,170	43,970	48,160	52,920	53,150	43,380	43,600	50,190
Assistant	43,520	37,860	37,450	40,260	42,850	43,510	36,850	36,740	42,510
Instructor	36,600	30,410	32,120	31,340	34,220	35,200	29,240	29,200	33,550
Lecturer	36,140	31,180	25,510	32,630	37,420	43,970	28,240	26,700	33,430
All Ranks	57,990	43,360	43,070	47,620	52,670	54,410	41,340	42,510	49,330
CATEGORY IIB (General Baccalaureate)									
Professor	56,820	47,810	48,310	51,550	58,810	62,740	45,070	43,540	50,540
Associate	43,320	39,080	39,430	41,970	46,690	47,210	38,770	35,630	41,670
Assistant	35,690	32,260	33,140	34,670	37,060	38,150	33,800	29,440	34,170
Instructor	30,550	27,090	28,330	29,420	30,650	31,920	27,240	24,930	28,550
Lecturer	32,930	27,810	28,130	28,320	36,490	39,060	29,390	22,360	31,210
All Ranks	44,840	39,390	38,350	41,410	45,400	47,960	37,260	34,480	40,310
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	59,610	41,000	48,950	49,470	58,950	50,050	44,410	42,490	54,600
Associate	55,450	37,610	42,220	44,970	49,940	40,430	39,610	36,390	45,660
Assistant	46,890	33,140	36,260	37,680	43,230	36,620	34,460	31,970	39,020
Instructor	41,020	30,760	31,940	32,600	34,980	34,770	29,920	27,700	33,680
Lecturer	-	28,710	-	30,150	34,500	38,640	22,130	-	26,450
All Ranks	52,280	34,790	40,870	41,870	49,220	43,110	36,480	33,890	43,410
CATEGORY IV (Institutions without Ranks)									
No Rank	51,070	35,180	38,150	47,810	40,940	36,100	36,910	32,600	39,130
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	71,010	57,640	58,190	64,750	71,070	72,760	59,390	56,090	65,630
Associate	52,550	45,450	45,120	49,440	53,490	53,060	45,680	43,440	49,900
Assistant	44,210	39,030	37,690	41,130	43,100	43,330	38,550	36,670	41,400
Instructor	35,690	30,640	29,700	30,720	33,540	35,310	29,020	28,160	32,420
Lecturer	34,980	32,300	26,650	33,030	37,550	46,810	30,710	28,520	33,330
All Ranks	59,440	47,070	45,870	51,190	55,240	57,200	45,890	43,770	50,600

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[1] Sample includes 2,127 institutions. See regional breakdown at bottom of Table 5.

TABLE 7

Percentiles of the Distributions of Institutions by Average Salary, Category, and Academic Rank, 1989–90 (Rounded to Nearest $100)

Rating[1]	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
CATEGORY I (Doctoral-Level)										
Professor	72,3	69,3	65,2	62,5	61,0	57,4	55,9	52,3	50,6	47,2
Associate	49,3	48,6	46,9	45,4	44,0	43,0	41,4	39,5	38,1	36,7
Assistant	41,7	40,3	38,7	37,6	36,8	36,0	35,0	33,8	33,0	31,5
Instructor	36,9	33,6	31,0	29,3	28,3	27,2	25,7	24,1	23,1	22,3
CATEGORY IIA (Comprehensive)										
Professor	59,9	57,0	53,3	50,8	48,1	45,3	43,6	41,6	39,6	36,6
Associate	45,5	44,5	42,6	41,0	39,3	37,2	35,7	34,7	33,1	31,2
Assistant	38,5	36,9	35,4	34,0	32,7	31,5	30,5	29,5	28,3	26,2
Instructor	31,8	30,4	28,8	27,8	26,4	25,3	24,1	23,1	22,5	21,5
CATEGORY IIB (General Baccalaureate)										
Professor	53,6	49,7	45,0	42,4	39,9	37,6	35,0	33,1	31,0	28,1
Associate	41,3	39,3	36,7	34,7	33,1	31,6	30,1	28,6	27,1	24,5
Assistant	33,5	32,1	30,4	29,3	28,1	26,7	25,7	24,6	23,6	21,6
Instructor	29,1	27,7	25,9	24,6	23,7	22,8	21,9	21,1	20,0	18,1
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	49,9	48,3	45,4	42,9	40,7	38,9	37,3	35,3	32,4	28,4
Associate	41,3	40,7	38,1	36,3	34,6	33,2	32,2	30,5	27,7	25,5
Assistant	36,1	33,9	32,2	31,2	29,9	28,9	27,9	26,7	24,6	21,9
Instructor	30,9	29,2	28,0	26,9	25,7	24,8	24,0	22,5	21,3	19,3
CATEGORY IV (Institutions without Ranks)										
No Rank	45,6	42,4	37,8	33,8	31,4	29,4	28,1	26,7	25,4	23,5

[1] Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average salary lower than the 10th percentile will be rated 5.

TABLE 8

Percentiles of the Distributions of Institutions by Average Compensation, Category, and Academic Ranks, 1989–90 (Rounded to Nearest $100)

Rating[1]	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
CATEGORY 1 (Doctoral-Level)										
Professor	88,7	85,4	80,5	76,7	74,7	70,8	67,8	63,2	60,5	56,3
Associate	63,5	60,6	58,1	55,9	54,9	53,0	51,1	48,2	46,5	44,9
Assistant	53,2	49,9	47,9	46,4	45,3	44,4	43,3	41,3	39,9	38,1
Instructor	45,7	42,5	38,6	36,7	35,4	33,9	32,1	30,7	28,9	26,9
CATEGORY IIA (Comprehensive)										
Professor	73,9	70,1	66,9	63,7	58,9	56,3	53,5	50,7	48,3	44,2
Associate	57,9	56,2	53,6	50,9	48,7	46,3	43,9	42,7	41,0	38,3
Assistant	48,4	46,9	44,3	42,6	40,9	39,3	37,7	36,4	34,7	32,7
Instructor	40,4	38,9	36,3	34,9	33,2	31,8	30,1	28,9	27,7	25,8
CATEGORY IIB (General Baccalaureate)										
Professor	68,0	62,3	56,4	52,7	48,9	45,8	42,8	39,9	37,4	33,5
Associate	52,4	49,4	46,1	43,2	40,9	38,7	36,7	34,6	32,6	29,5
Assistant	41,8	39,9	37,5	35,9	34,4	32,8	31,2	29,7	28,3	26,2
Instructor	36,7	34,9	32,1	30,3	28,7	27,3	26,4	25,5	23,9	22,2
CATEGORY III (Two-year Colleges with Ranks)										
Professor	63,7	61,2	57,2	53,9	51,5	48,3	46,3	42,9	39,4	34,6
Associate	53,8	51,4	48,6	45,8	44,2	41,8	39,5	37,7	34,3	31,4
Assistant	45,4	43,7	40,6	39,0	37,8	36,3	35,0	33,3	30,7	26,9
Instructor	41,1	37,7	35,3	33,8	32,5	31,5	29,9	28,6	26,6	23,4
CATEGORY IV (Institutions without Ranks)										
No Rank	54,5	52,3	47,1	41,9	38,5	36,5	34,3	32,9	31,2	28,4

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[1] Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average compensation lower than the 20th percentile will be rated 5.

TABLE 9

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Affiliation and Itemized Benefits, 1989–90 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
Retirement	4,037	4,341	3,873	2,550	9.8	10.4	8.6	7.3
Medical Insurance	2,154	2,235	2,188	1,639	5.2	5.3	4.9	4.7
Disability	89	78	124	103	0.2	0.2	0.3	0.3
Tuition	328	79	965	792	0.8	0.2	2.1	2.3
Dental Insurance	95	106	77	59	0.2	0.3	0.2	0.2
Social Security	2,536	2,446	2,953	2,427	6.1	5.8	6.6	7.0
Unemployment Comp.	84	66	131	115	0.2	0.2	0.3	0.3
Group Life	126	114	168	133	0.3	0.3	0.4	0.4
Worker's Comp.	224	225	246	188	0.5	0.5	0.6	0.5
Benefits in Kind	91	80	121	106	0.2	0.2	0.3	0.3
All Combined	9,764	9,768	10,846	8,113	23.4	23.3	24.1	23.2

Notes: For the purpose of this survey, the Social Security tax has been calculated at 7.51 percent of the first $48,000 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report cost of the insurance under "medical." Similarly, the medical insurance payments might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to Social Security that is paid by the state. For more details on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding. Sample includes Categories I through III institutions providing itemized benefits.

TABLE 10

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Itemized Benefits, 1989–90 (All Ranks Combined)

Itemized Benefits	Categories:									
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENTAGE				
Retirement	4,617	3,981	2,702	3,826	3,255	9.8	10.0	8.1	11.3	9.5
Medical Insurance	2,266	2,196	1,700	2,366	2,247	4.8	5.5	5.1	7.0	6.5
Disability	104	70	93	76	128	0.2	0.2	0.3	0.2	0.4
Tuition	346	238	543	69	49	0.7	0.6	1.6	0.2	0.1
Dental Insurance	95	119	51	94	168	0.2	0.3	0.2	0.3	0.5
Social Security	2,708	2,514	1,327	2,023	1,442	5.8	6.3	7.0	6.0	4.2
Unemployment Comp.	85	71	105	79	77	0.2	0.3	0.3	0.2	0.2
Group Life	134	108	138	129	124	0.3	0.3	0.4	0.4	0.4
Worker's Comp.	265	203	175	176	261	0.6	0.5	0.5	0.5	0.8
Benefits in Kind	104	81	101	27	46	0.2	0.2	0.3	0.1	0.1
All Combined	10,723	9,580	7,934	8,865	7,798	22.8	23.9	23.8	26.1	22.7

See notes to Table 9.

TABLE 11

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1989–90[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	96	96	97	96	96	96	97	96	96	96	96	95
Associate	86	88	77	87	87	88	78	88	85	87	75	85
Assistant	9	10	4	12	8	9	3	11	11	13	4	14
Instructor	4	4	1	4	4	5	2	2	4	4	1	5
Lecturer	1	1	3	-	2	2	2	-	1	*	3	-
All Ranks	66	66	64	64	72	72	70	70	45	45	42	46
CATEGORY IIA (Comprehensive)												
Professor	96	96	95	93	96	96	94	93	96	96	97	91
Associate	79	79	84	76	80	79	86	77	77	78	77	72
Assistant	24	26	17	19	24	25	17	20	24	26	17	17
Instructor	7	8	2	4	9	10	3	6	6	7	2	3
Lecturer	*	*	-	4	1	*	-	5	*	-	-	3
All Ranks	63	64	63	59	70	70	69	65	47	48	46	42
CATEGORY IIB (General Baccalaureate)												
Professor	94	95	95	93	95	95	96	93	93	95	93	93
Associate	78	80	80	76	78	80	80	76	78	81	80	76
Assistant	19	30	11	18	19	29	11	17	19	31	11	18
Instructor	4	5	6	1	4	7	6	1	3	3	5	2
Lecturer	1	1	1	1	1	1	-	2	-	-	1	-
All Ranks	57	58	57	54	63	64	65	61	42	45	42	41
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	93	93	90	100	94	94	92	100	90	90	85	100
Associate	86	86	75	70	86	87	68	79	86	86	83	50
Assistant	48	46	49	11	50	51	33	11	46	46	57	13
Instructor	16	16	21	-	19	19	21	-	14	13	22	-
Lecturer	2	2	-	-	2	2	-	-	3	3	-	-
All Ranks	65	66	53	40	71	71	54	48	57	58	53	21
CATEGORY IV (Institutions without Ranks)												
No Rank	71	71	60	43	74	75	65	51	66	67	53	32
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	96	96	97	94	96	96	96	94	95	95	95	93
Associate	83	84	80	78	83	84	81	78	81	83	78	76
Assistant	18	20	10	17	17	19	9	17	20	23	11	17
Instructor	7	8	5	2	8	10	5	2	6	7	5	2
Lecturer	1	1	2	1	2	2	2	2	1	-	2	1
All Ranks	64	65	63	57	70	71	69	64	46	48	43	42

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[1] Sample includes 1,461 institutions reporting information on tenure status.

*Sample too small to be meaningful.

TABLE 12

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1989–90[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	99	99	98	98	99	99	98	98	98	98	98	99
Associate	97	97	95	98	97	97	96	98	97	97	94	97
Assistant	87	87	87	87	88	88	88	88	86	87	84	85
Instructor	22	20	28	43	24	22	26	50	20	19	31	34
Lecturer	7	8	3	-	8	10	3	-	6	7	4	-
All Ranks	89	89	90	90	92	92	92	92	79	79	79	82
CATEGORY IIA (Comprehensive)												
Professor	99	99	99	98	99	99	99	98	99	99	98	98
Associate	97	97	97	96	97	97	97	96	97	97	96	96
Assistant	87	87	86	86	88	88	89	88	85	86	83	85
Instructor	37	37	39	42	41	41	44	42	35	34	35	42
Lecturer	9	9	5	7	10	10	10	8	8	9	1	6
All Ranks	89	89	90	90	92	92	93	92	81	80	82	84
CATEGORY IIB (General Baccalaureate)												
Professor	99	99	99	98	99	99	99	98	98	99	98	98
Associate	96	97	97	95	97	97	97	96	96	97	97	94
Assistant	84	88	82	83	85	88	83	84	82	87	79	81
Instructor	50	41	42	58	51	44	43	59	48	39	40	58
Lecturer	13	14	9	15	19	20	16	21	7	9	4	9
All Ranks	88	87	86	88	91	90	91	91	81	80	81	83
CATEGORY III (Two-year Colleges with Ranks)												
Professor	94	94	94	100	96	96	96	100	92	92	89	*
Associate	92	92	93	100	93	93	97	100	91	91	87	*
Assistant	85	85	79	100	86	86	82	100	84	84	78	*
Instructor	72	74	35	100	74	75	34	100	70	72	36	*
Lecturer	18	18	-	100	25	25	-	-	12	12	-	-
All Ranks	87	87	72	100	89	89	78	100	84	84	67	*
CATEGORY IV (Institutions without Ranks)												
No Rank	93	93	89	72	94	94	94	73	92	92	79	72
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	99	99	98	98	99	99	98	98	98	98	98	98
Associate	97	97	96	96	97	97	97	96	96	96	96	95
Assistant	86	87	85	84	87	88	87	85	85	86	82	82
Instructor	41	40	37	54	44	43	38	56	39	37	37	53
Lecturer	8	9	5	5	10	11	7	8	7	8	3	3
All Ranks	89	89	89	89	92	92	92	92	80	80	80	83

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[1] Sample includes 1,490 institutions reporting tenure-track information.

*Figure is less than one percent.

TABLE 13

Percentage Distribution of Faculty Members Within Ranks, by Category and Affiliation, 1989–90[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
CATEGORY I (Doctoral-Level)				
Professor	40.8	40.1	42.3	32.2
Associate	27.8	28.4	24.3	33.1
Assistant	24.3	24.3	23.6	28.6
Instructor	3.5	3.7	2.8	2.8
Lecturer	2.7	2.5	3.4	3.2
Other	0.9	1.0	0.6	*
Total	100.0	100.0	100.0	100.0
CATEGORY IIA (Comprehensive)				
Professor	35.4	36.6	32.1	31.2
Associate	28.1	27.2	30.8	31.3
Assistant	27.0	26.4	28.3	30.7
Instructor	6.5	6.8	5.1	5.5
Lecturer	2.1	2.3	1.7	0.9
Other	0.9	0.7	2.1	0.4
Total	100.0	100.0	100.0	100.0
CATEGORY IIB (General Baccalaureate)				
Professor	28.5	27.2	30.4	28.0
Associate	27.8	28.3	27.2	27.8
Assistant	32.2	31.3	31.4	33.4
Instructor	8.1	9.6	5.7	9.0
Lecturer	1.2	2.5	1.1	0.5
Other	2.2	1.1	4.1	1.4
Total	100.0	100.0	100.0	100.0
CATEGORY III (Two-Year Colleges with Ranks)				
Professor	25.4	25.9	17.5	21.9
Associate	29.7	30.1	25.5	22.3
Assistant	26.9	26.5	32.3	33.9
Instructor	17.3	16.8	24.7	21.9
Lecturer	0.7	0.7	-	-
Total	100.0	100.0	100.0	100.0
ALL CATEGORIES COMBINED				
Professor	35.9	36.7	37.4	29.4
Associate	28.0	28.1	26.7	29.5
Assistant	26.7	25.7	27.1	32.0
Instructor	6.2	6.4	4.6	7.2
Lecturer	2.1	2.3	2.3	1.0
Other	1.0	0.8	2.0	0.9
Total	100.0	100.0	100.0	100.0

[1] Sample includes 1,672 institutions with academic ranks.

*Figure is less than one-half of one percent.

TABLE 14

Number of Institutions Surveyed and Number of Institutions Included in This Year's Tabulations, by Category and Affiliation, 1989–1990

	Number Surveyed				Number in Tabulations				
Category	All Combined	Public	Private Independent	Church-Related	All Combined	Percent Responding	Public	Private Independent	Church-Related
I	194	130	49	15	185	95.4%	128	44	13
IIA	485	262	129	94	454	93.6	250	118	86
IIB	871	143	298	430	708	81.3	120	225	363
III	412	334	53	25	325	78.9	278	32	15
IV	561	513	28	20	455	81.1	425	20	10
Total	2,523	1,382	557	584	2,127	84.3	1,201	439	487

TABLE 15

Number and Percentage of Full-Time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1989–90

Category and/or Academic Rank	Number of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Benefit	Benefit as % Salary	Percentage Tenured
I	140,035	40.2	47,080	57,810	10,730	22.8	66.
IIA	96,973	27.8	40,010	49,540	9,530	23.8	64.
IIB	53,452	15.3	33,400	41,330	7,930	23.7	58.
III	20,782	6.0	33,950	42,800	8,850	26.1	66.
IV	37,496	10.8	34,390	42,190	7,800	22.7	71.
All Combined	348,738	100.0	40,870	50,410	9,540	23.3	65.
Institutions with Academic Ranks (Categories I through III)							
Professor	112,092	36.0	53,540	65,610	12,070	22.5	96.
Associate	87,086	28.0	39,790	49,420	9,630	24.2	84.
Assistant	83,050	26.7	32,970	40,900	7,930	24.2	20.
Instructor	19,199	6.2	24,900	31,050	6,150	24.7	8.
Lecturer	6,536	2.1	27,780	34,610	6,830	24.6	1.
Other	3,279	1.1	29,900	37,150	7,250	24.2	12.
All Combined	311,242	100.0	41,650	51,400	9,750	23.4	65.
Four-Year Institutions (Categories I through IIB)							
Professor	106,768	36.8	54,100	66,230	12,130	22.4	95.
Associate	80,977	27.9	40,100	49,780	9,680	24.1	84.
Assistant	77,476	26.7	33,180	41,090	7,910	23.4	14.
Instructor	15,564	5.4	24,820	30,820	6,000	24.2	6.
Lecturer	6,396	2.2	27,900	34,760	6,860	24.6	1.
Other	3,279	1.1	29,900	37,150	7,250	24.2	12.
All Combined	290,460	100.0	42,200	52,020	9,820	23.3	65.
Two-Year Colleges (Categories III and IV)							
All Combined	58,278	-	34,230	42,410	8,180	23.9	68.

TABLE 16

Percentage Distribution of Full-Time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1989–90[1]

Academic Rank	All Combined		Public		Private Independent		Church-Related	
	Women	Men	Women	Men	Women	Men	Women	Men
CATEGORY I (Doctoral-Level)								
Professor	1.6	16.7	1.2	12.7	0.3	3.5	0.1	0.5
Associate	2.9	9.7	2.2	7.6	0.5	1.6	0.2	0.5
Assistant	3.8	7.1	3.0	5.4	0.6	1.4	0.2	0.3
Instructor	0.9	0.7	0.8	0.5	0.1	0.1	*	*
Lecturer	0.6	0.6	0.4	0.4	0.1	0.1	*	*
Other	0.2	0.2	0.1	0.2	*	*	-	*
All Combined	10.0	35.0	7.8	26.9	1.8	6.8	0.5	1.3
CATEGORY IIA (Comprehensive)								
Professor	1.6	9.4	1.3	7.5	0.2	1.1	0.1	0.8
Associate	2.3	6.4	1.7	4.8	0.3	0.9	0.3	0.7
Assistant	3.4	5.0	2.6	3.7	0.5	0.7	0.4	0.6
Instructor	1.2	0.8	0.9	0.7	0.1	0.1	0.1	0.1
Lecturer	0.3	0.3	0.3	0.3	*	*	*	*
Other	0.1	0.2	0.1	0.1	*	*	*	*
All Combined	9.0	22.1	7.0	17.1	1.2	2.8	0.9	2.2
CATEGORY IIB (General Baccalaureate)								
Professor	0.8	4.1	0.2	1.1	0.3	1.4	0.3	1.6
Associate	1.4	3.3	0.4	0.9	0.5	1.0	0.6	1.4
Assistant	2.4	3.1	0.6	0.9	0.8	1.0	1.1	1.3
Instructor	0.8	0.6	0.2	0.2	0.2	0.1	0.4	0.3
Lecturer	0.1	0.1	0.1	0.1	*	*	*	*
Other	0.1	0.3	*	*	0.1	0.2	*	0.1
All Combined	5.6	11.5	1.5	3.2	1.8	3.7	2.4	4.7
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	0.5	1.2	0.5	1.2	*	*	*	*
Associate	0.8	1.2	0.7	1.1	*	0.1	*	*
Assistant	0.9	0.9	0.8	0.9	0.1	*	*	*
Instructor	0.6	0.5	0.6	0.5	0.1	*	*	*
Lecturer	*	*	*	*	–	–	–	–
All Combined	2.8	3.9	2.6	3.7	0.2	0.2	*	*
ALL CATEGORIES COMBINED								
Professor	4.6	31.4	3.2	22.4	0.8	6.0	0.5	3.0
Associate	7.4	20.6	5.0	14.5	1.3	3.6	1.0	2.6
Assistant	10.5	16.1	7.0	10.9	1.9	3.1	1.7	2.2
Instructor	3.5	2.7	2.5	1.9	0.5	0.4	0.5	0.4
Lecturer	1.1	1.0	0.8	0.7	0.2	0.2	0.1	0.1
Other	0.4	0.6	0.2	0.3	0.1	0.2	*	0.1
All Combined	27.4	72.6	18.8	50.8	4.9	13.4	3.8	8.3

*Figure is less than one-tenth of one percent.

[1] Sample includes 1,672 institutions (Categories I through III) providing data by gender. Total number of faculty members is 311,242 of whom 85,419 (or 27.4 percent) are women. For institutions without ranks (Category IV), 33.6 percent of all full-time faculty members are women. Total (All Combined) may not add up because of rounding.

TABLE 17

Number of Full-Time Faculty and Average Salaries in Preclinical Departments of Medical Schools, by Department, Affiliation, and Academic Rank, 1989–90 (Data on 12-month Basis—Average Rounded to Nearest $100)

	Professor		Associate		Assistant		Instructor	
Department	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary
PUBLIC								
Anatomy	303	70,1	392	53,6	270	41,1	25	29,4
Biochemistry	387	74,1	248	52,5	217	41,5	17	26,5
Microbiology	235	74,2	273	53,7	217	42,3	19	28,7
Pharmacology	251	72,6	237	54,2	189	41,8	15	30,5
Physiology	356	72,5	293	53,3	188	43,1	16	25,6
Other Basic Sciences	132	72,3	109	52,9	98	42,9	10	30,6
All Combined	1664	72,7	1552	53,4	1179	42,0	102	28,5
PRIVATE								
Anatomy	163	71,2	189	52,9	155	41,0	14	37,8
Biochemistry	230	75,2	125	51,3	168	42,0	23	26,1
Microbiology	145	75,0	123	54,3	128	42,9	11	33,1
Pharmacology	130	77,0	98	55,0	114	42,5	6	29,2
Physiology	125	76,3	141	54,6	133	41,2	19	30,1
Other Basic Sciences	126	81,5	125	58,4	166	44,3	18	33,2
All Combined	919	75,8	801	54,3	864	42,3	91	31,2
PUBLIC AND PRIVATE COMBINED								
Anatomy	466	70,5	581	53,3	425	41,1	39	32,4
Biochemistry	617	74,5	373	52,1	385	41,7	40	26,3
Microbiology	380	74,5	396	53,9	345	42,5	30	30,3
Pharmacology	381	74,1	335	54,4	303	42,0	21	30,1
Physiology	481	73,5	434	53,7	321	42,3	35	28,1
Other Basic Sciences	258	76,8	234	55,8	264	43,8	28	32,3
All Combined	2583	73,8	2353	53,7	2043	42,1	193	29,8

Source: Association of American Medical Colleges.

TABLE 18

Specific Percentiles of the Distribution of Individual Salaries in Preclinical Departments of Medical Schools, 1989–90 (Data on 12-month Basis—Salaries in Thousands)

	Professor			Associate			Assistant			Instructor		
Percentile:	80	50	20	80	50	20	80	50	20	80	50	20
PUBLIC												
Anatomy	83	67	58	60	52	46	46	41	37	35	30	25
Biochemistry	87	72	59	60	51	46	48	42	35	31	25	24
Microbiology	86	70	59	63	52	45	48	41	37	32	28	23
Pharmacology	85	71	60	62	53	46	48	42	36	37	29	26
Physiology	85	70	60	60	53	46	50	42	37	31	24	22
Other Basic Sciences	81	70	60	64	51	43	49	43	36	36	30	22
All Combined	85	70	59	61	52	45	48	42	36	33	27	24
PRIVATE												
Anatomy	81	70	61	59	52	46	46	41	37	45	41	28
Biochemistry	88	72	61	59	50	45	47	43	36	30	27	21
Microbiology	84	73	61	62	53	46	49	42	37	41	32	27
Pharmacology	89	76	64	62	53	47	48	42	38	33	29	26
Physiology	88	74	63	62	55	47	47	41	36	38	27	24
Other Basic Sciences	94	79	69	65	56	49	50	44	35	39	33	28
All Combined	87	74	63	61	53	46	48	42	36	40	29	25
PUBLIC AND PRIVATE COMBINED												
Anatomy	82	69	59	60	52	46	46	41	37	41	31	25
Biochemistry	87	72	60	60	51	46	47	43	36	30	26	22
Microbiology	86	72	60	62	52	46	48	42	37	33	29	25
Pharmacology	87	73	61	62	53	46	48	42	37	35	29	26
Physiology	86	71	61	61	53	46	48	42	36	33	26	24
Other Basic Sciences	89	75	63	64	55	46	50	44	35	37	32	27
All Combined	86	71	60	61	52	46	48	42	36	35	28	24

Source: Association of American Medical Colleges.

TABLE 19

Average Salary of Faculty in Nursing, by Type of Institution,[1] Affiliation, Faculty Educational Preparation, and Academic Rank, 1989–90

	All Combined		Public		Private Independent		Church-Related	
Academic Rank	Doctoral	Non-doctoral	Doctoral	Non-doctoral	Doctoral	Non-doctoral	Doctoral	Non-doctoral
UNIVERSITIES[1]								
Professor	50,270	46,080	50,560	47,630	52,940	45,340	44,900	38,180
Associate	40,980	36,010	41,060	36,540	41,940	37,370	39,250	32,770
Assistant	35,730	30,530	35,860	30,580	36,300	31,910	33,670	29,210
Instructor	32,590	28,190	32,620	27,020	33,370	31,900	30,670	26,480
FOUR-YEAR COLLEGES[1]								
Professor	41,580	30,470	45,690	-	38,920	29,680	39,480	-
Associate	35,070	32,640	37,560	36,070	34,140	31,180	32,520	30,240
Assistant	31,810	28,320	34,940	31,710	29,860	28,830	29,750	26,110
Instructor	-	24,460	-	26,070	-	26,660	-	23,330

Source: American Association of Colleges of Nursing.

[1] Carnegie classification.

Notes: Data shown are on standard academic-year basis. Figures have been rounded to nearest $10.

TABLE 20

Number of Full-Time Faculty in Nursing, by Type of Institution, Affiliation, Faculty Educational Preparation, and Academic Rank, 1989–90

	All Combined		Public		Private Independent		Church-Related	
Academic Rank	Doctoral	Non-doctoral	Doctoral	Non-doctoral	Doctoral	Non-doctoral	Doctoral	Non-doctoral
UNIVERSITIES								
Professor	549	62	435	48	60	5	54	9
Associate	1186	484	897	367	157	40	132	77
Assistant	1118	1728	841	1330	176	175	101	223
Instructor	31	978	18	636	9	246	4	96
FOUR-YEAR COLLEGES								
Professor	41	4	15	-	13	3	13	-
Associate	116	149	47	57	36	22	33	68
Assistant	51	566	19	148	17	139	14	269
Instructor	-	138	-	23	-	27	-	87

Source: American Association of Colleges of Nursing. See notes to Table 19.

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc., (6) faculty on leave without pay, and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.51 percent of the first $48,000 of salary or that effective January 1989 has been used in calculating these payments), (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance, (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of public Texas four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first $16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institutions, see definition of categories and the explanation of ratings in Column (2) (below).

Definition of Categories. The definition of categories given here is that instituted by the Center for Education Statistics and adopted by AAUP for its 1983–84 survey. The center subsequently abandoned this type of classification for a broader system. The roman numerals are used for the purpose of this report with the CES former identification given in parentheses. It should be noted that data on earned degrees were obtained from CES. Because these data have not been available in a timely manner, we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. These institutions are not significantly engaged in post-baccalaureate education. Included in this category are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) but do not utilize academic ranks. This category also includes *a few* general baccalaureate institutions which do not use academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9 percent, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 43.3 would stand for an average salary between $43,250 and $43,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Col. (7) Percentage of Tenured Faculty—This figure represents the percentage of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1989-90. This figure represents an increase in salary for *individuals* as opposed to a percentage *change in salary levels* for a given rank from 1988-89 to 1989-90. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1988-89. Therefore, the increase shown is that of individuals in the rank held during the 1988-89 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Col. (9) Number of Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (9), other data are not given in any given rank and/or gender when the number of individuals is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. The differences between men's and women's salary levels may sometimes be attributed to the relatively large proportion of men in a given rank (see Table 14) and other factors affecting salary levels. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only warn the reader to keep these points in mind when using these data.

Institutional footnote numbers are given in the Appendix Tables between the name of the institution and its category. The footnotes for both Appendix I (institutions with academic ranks) and Appendix II (institutions without ranks) are listed at the end of Appendix II.

The following symbols shown under "notes" in the Appendix Tables stand for: PNA = Publication Not Authorized and LFO = Data are for Lay Faculty Only.

The data presented in this report are based on information provided by institutions responding to the annual survey conducted by Maryse Eymonerie Associates for the purpose of the AAUP Annual Report on the Economic Status of the Profession. We continue to be very grateful to those individuals who prepare the institutional responses and complete our questionnaire (Form MEA22). We deeply appreciate the assistance and cooperation given us over the years in connection with this important program.

MARYSE EYMONERIE
Special Consultant to AAUP

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
A L A B A M A																				
Alabama State University		IIA	5	5	4	5	37.8	32.3	28.8	21.7	29.6	5	5	4	5	45.1	38.9	34.8	26.6	35.6
Auburn University- Main		I	5	4	4	5	50.1	38.5	33.2	22.6	39.0	5	4	4	5	60.1	46.6	40.0	26.9	46.9
Auburn Univ. at Montgomery	2	IIA	3	4	4	4	44.1	35.6	29.7	23.5	33.6	4	4	4	5	53.0	43.1	35.9	27.6	40.4
Birmingham Southern College		IIB	2	2	3		44.8	33.8	27.5		34.6	1	2	3		59.9	42.9	33.6		44.3
Huntingdon College		IIB	4	4	3		31.1	27.3	25.7	-----	26.8	4	4	4		38.9	33.2	29.5	-----	31.7
Jacksonville State Univ.		IIA	4	3	3	2	40.2	36.3	30.5	26.9	34.0	4	3	3	2	51.3	46.5	39.1	34.5	43.5
Judson College		IIB	5		5		29.5	-----	23.1	-----	24.3	5		5		35.9	-----	27.5	-----	29.4
Livingston University		IIB	4	4	5		32.8	27.2	23.4	-----	26.6	4	4	4		39.3	32.9	28.4	-----	32.1
Samford University		IIA	3	4	4		47.3	35.1	29.9	-----	37.8	3	3	3		57.8	44.1	37.7	-----	46.9
Spring Hill College		IIB	3	3	4		37.9	32.3	25.5	-----	31.9	3	3	4		46.5	38.8	31.0	-----	38.8
Stillman College		IIB	5	5	5	5	29.8	24.0	22.9	19.1	23.2	5	5	5	5	34.6	28.2	26.9	22.7	27.2
Troy State University-Main	141	IIA	4	5	4	4	40.0	32.3	28.5	23.2	30.1	4	5	4	4	49.2	39.8	35.2	28.8	37.1
Troy State Univ. at Dothan		IIA	4	5	2		39.6	32.4	34.5	-----	33.9	5	5	2		47.9	39.5	41.9	-----	41.3
Troy St. Univ.in Montgomery		IIA	5	5	4		35.8	31.2	29.4	-----	31.1	5	5	4		43.4	37.8	35.7	-----	37.7
University of Alabama		I	4	4	5	5	51.8	38.8	31.5	22.6	40.4	4	4	5	4	63.8	48.5	39.7	29.0	50.3
Univ. Alabama at Birmingham	144	I	5	5	5	4	50.4	36.4	31.0	23.7	37.4	4	4	4	4	63.0	46.5	39.9	31.2	47.5
Univ. Alabama in Huntsville	2	IIA	2	3	2	2	53.0	38.2	34.1	27.8	39.0	2	3	2	2	64.5	47.0	41.4	33.8	47.6
University of Montevallo		IIA	5	5	5		37.4	31.2	27.4	-----	32.0	5	5	5		46.1	38.8	33.7	-----	39.5
Univ. of North Alabama	4	IIA	4	3	4	3	42.6	35.8	29.8	24.5	34.7	4	4	4	3	51.1	43.3	36.4	30.2	42.1
University of South Alabama	159	IIA	3	4	3	3	44.0	34.7	32.5	25.4	35.1	3	4	3	3	53.6	43.1	38.0	30.7	42.5
A L A S K A																				
Alaska Pacific University		IIA	2	2	1		48.8	41.6	37.2	-----	41.3	2	2	1		60.6	52.2	46.9	-----	51.8
Univ.Alaska-Anchorage	145	IIA	1	1*	1	1*	55.3	48.4	38.0	38.9	46.0	1	1*	1*	1*	72.3	63.3	49.3	50.6	60.0
Univ.Alaska-Fairbanks	146	I	2	1	1	1	62.4	48.9	40.3	32.8	45.0	1	1*	1*	1*	85.4	68.0	55.6	49.5	62.7
Univ.Alaska-Southeast	147	IIA	2	1*	1	1*	52.7	46.2	36.8	32.4	41.5	1	1*	1	1*	68.6	59.8	47.3	41.3	53.6
Univ.Alaska Prince Wm.Sound		III						-----			34.5						-----			45.0
A R I Z O N A																				
Amer.Grad.Sch.Internat'l Mgt		IIA	3	3	2		46.4	38.1	34.2	-----	39.7	3	3	2		57.5	47.9	43.4	-----	49.8
Arizona State University	1	I	4	3	3	3	55.1	41.5	35.0	26.7	44.6	3	3	2	2	68.1	53.0	45.7	36.0	56.4
Grand Canyon University		IIB	4	4	4		33.0	28.9	24.4	-----	27.3	4	4	4		38.5	33.8	28.7	-----	32.1
Northern Arizona University		I	5	5	5	5	47.2	38.0	31.4	21.1	37.4	5	5	5	5	55.9	45.4	37.7	25.9	44.6
University of Arizona		I	3	3	3	4	57.2	41.6	35.4	25.6	45.4	3	3	3	3	68.7	51.8	45.0	33.4	55.7
A R K A N S A S																				
Arkansas College		IIB	3	2	3	3	39.2	33.6	27.9	22.9	32.4	3	2	2	3	46.9	41.2	34.9	27.0	39.3
Arkansas State Univ.-Main		IIA	4	3	4	4	42.8	36.4	29.1	22.7	32.5	4	3	4	4	52.8	45.1	36.2	28.6	40.3
Arkansas State Univ.-Beebe	1	III			5	5	-----	-----	14.8	20.0	18.1			5	4	-----	-----	20.2	26.6	24.3
Arkansas Tech University		IIB	3	3	2	3	37.3	31.9	29.1	22.1	30.8	3	3	2	3	46.2	39.7	36.4	28.0	38.4
Hardin Univ.-Main Campus		IIB	4	4	4	3	31.6	27.2	25.0	23.4	28.5	4	4	4	2	37.4	32.9	31.1	28.8	34.3
Henderson State University		IIB	3	3	3	4	36.5	31.6	27.4	20.5	30.3	3	3	3	4	44.2	38.9	33.4	25.7	37.1
Hendrix College		IIB	2	2	2		40.2	33.4	29.1		34.9	2	2	2		53.8	44.5	36.0		45.9
John Brown University		IIB	4	4	3		34.3	29.7	25.9	-----	29.8	4	4	4		39.8	34.6	30.3	-----	34.6
Ouachita Baptist University		IIB	3	3	4	3	35.6	30.5	24.3	22.1	29.1	4	3	4	3	42.2	37.5	30.7	28.0	35.6
Southern Ark. Univ.-Main	4	IIB	3	3	2	3	37.9	32.9	28.1	22.8	31.1	3	3	2	3	46.4	40.6	34.5	28.0	38.3
Southern Arkansas Univ. Tech		III		5	4		-----	25.6	25.1	-----	25.3		5	4		-----	33.1	31.2	-----	32.0
Southern Baptist College		III			5	5	-----	-----	22.8	19.4	21.7			5	5	-----	-----	27.1	22.9	26.1
Univ. Arkansas-Fayetteville		I	5	5	5	5	48.2	36.8	31.9	22.5	38.8	5	5	5	5	57.9	44.3	38.1	26.8	46.6
Univ. Ark. at Little Rock		IIA	3	3	3	4	44.9	37.3	30.9	23.9	33.5	3	3	4	4	53.7	44.6	36.7	28.1	40.0
Univ. Ark. at Monticello	3	IIB	3	3	3	3	36.9	31.6	26.9	23.4	29.2	3	3	3	3	44.7	38.0	31.9	27.9	34.9
Univ. Arkansas at Pine Bluff		IIB	3	3	2	3	36.0	32.6	28.6	22.6	29.9	3	3	2	3	43.1	39.1	34.4	27.3	36.0
Univ. of Central Arkansas		IIA	4	4	4	5	43.3	34.6	28.7	22.4	33.7	4	4	4	5	52.3	42.0	34.9	27.4	40.9
University of the Ozarks		IIB	5	5	5		26.4	24.3	22.4	-----	24.3	5	5	4		34.9	31.9	29.3	-----	31.9
C A L I F O R N I A																				
Azusa Pacific University		IIA	5	5	5	4	33.2	29.4	26.4	22.5	28.7	5	5	4	3	44.8	39.5	36.0	31.1	38.9
Biola University		IIA	5	5	5	4	39.0	31.6	25.1	22.9	31.1	5	5	5	5	48.2	39.4	30.8	26.9	38.5
California Inst. of Arts		IIA									33.0									40.7
California Inst. of Tech.		I	1*	1*	1*		80.7	61.3	48.4		72.5	1*	1*	1*		99.0	74.9	58.9		88.9
California Lutheran Univ.		IIA	4	4	4	3	41.8	33.1	29.0	25.9	33.7	3	4	4	2	54.2	42.6	37.1	33.4	43.5
California Maritime Academy		IIB	1	1		1*	48.5	40.0	-----	29.9	39.0	1	1		1	58.8	48.5	-----	36.6	47.3
Cal.St.Univ-Bakersfield	29	IIA	1	1	1	1	57.0	44.1	35.7	29.6	47.6	1	1	1	1	70.0	55.4	45.4	37.9	59.2
Cal.St.Univ-San Bernardino	29	IIA	1	1	1	1	56.4	44.6	36.8	29.2	46.1	1	1	1	1	69.4	56.1	46.9	37.5	57.6
Cal.Poly.St.U-Sn Luis Obispo	29	IIA	1	1*	1	1	56.8	46.6	36.5	29.4	52.5	1	1*	1	1	69.7	58.4	46.5	37.5	64.8
Cal.St.Univ-Chico	29	IIA	1	1	1	1*	56.8	45.0	36.4	31.8	51.7	1	1	1	1	69.5	56.6	46.4	40.3	63.8
Cal.St.Univ-Dominguez Hills	29	IIA	1	1	1	2	56.9	44.0	37.8	28.5	52.2	1	1	1	1	69.8	55.3	48.1	36.7	64.5
Cal.St.Univ-Fresno	29	IIA	1	1	1	1	57.1	44.0	35.7	30.4	51.0	1	1	1	1	69.9	55.4	45.5	38.9	63.0
Cal.St.Univ-Fullerton	29	IIA	1	1	1	2	57.1	45.3	36.0	27.7	50.8	1	1	1	2	70.0	56.9	45.9	35.8	62.9
Cal.St.Univ-Hayward	29	IIA	1	1	1	1	57.0	45.1	35.8	30.8	51.3	1	1	1	1	70.0	56.5	45.8	39.4	63.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	97.	73.	52.		0.7	0.5	1.0	0.5	24	26	22	18	10	19	36	28	38.8	33.0	29.8	22.6	35.4	31.5	28.2	21.1
20.	96.	88.	22.		0.3	0.6	0.9	1.9	323	283	240	36	18	46	86	58	50.4	38.9	34.1	23.3	45.2	36.2	30.5	22.1
20.	95.	94.	36.		0.4	0.4	1.4	1.6	35	39	45	5	6	13	32	19	44.5	36.4	30.5	----	41.7	33.2	28.6	----
28.	96.	82.			8.4	12.2	8.4		21	16	18		5	12	16		----	34.1	28.2		----	33.4	26.7	
18.	ALL	ALL	17.		3.5	4.6	4.7	----	8	9	12	1		1	11	1	----	----	27.2	----		----	24.1	----
28.	97.	52.	24.	8.	0.0	0.0	0.0	0.0	95	15	36	38	22	12	22	42	40.2	37.5	30.1	27.2	40.1	34.9	31.2	26.5
21.	ALL		10.						4	1	6		2	3	4	4	----	----	----		----	----	----	----
21.	95.	58.	13.						18	11	20	3	3	8	18	1	----	26.9	23.4	----	----	27.6	23.3	----
24.	82.	36.	13.		7.5	7.7	7.6	----	56	30	29	1	9	20	25	4	48.5	36.4	33.0	----	39.8	33.1	26.4	----
22.	ALL	50.	5.		4.4	3.0	4.6	----	19	11	9	2	3	5	10		----	----	25.9	----	----	----	25.2	
17.	67.	ALL	16.						4	6	16	3	2	3	9	7	----	----	23.0	----	----	----	22.9	----
23.	90.	81.	24.						17	34	34	15	3	18	50	11	----	32.8	29.9	23.8	----	31.2	27.6	22.5
22.	ALL	79.	56.		4.3	3.3	6.3	----	4	7	10		2	7	6	3	----	33.0	34.9		----	31.8	33.6	----
21.	83.	50.	27.						5	8	11		1		4	1	----	----	----		----		----	----
25.	98.	85.	15.	6.					255	180	123	21	30	39	71	28	52.4	38.7	33.2	22.5	46.5	38.9	28.6	22.8
27.	99.	92.	8.	10.	4.5	1.7	2.5	3.9	76	109	74	11	12	31	33	9	50.8	36.7	31.9	23.2	47.3	35.4	28.8	24.4
22.	95.	70.	13.	5.	5.4	5.9	5.4	6.1	55	61	66	6	4	10	24	13	----	38.8	35.5	34.4	----	34.5	30.0	24.8
23.	96.	92.	19.		4.9	5.7	3.6	----	39	23	27		14	15	21	4	37.7	31.6	29.2		36.5	30.6	25.0	----
21.	ALL	88.	67.	5.					52	32	36	10	7	9	25	10	42.7	36.0	30.2	24.5	41.9	34.8	29.3	24.6
21.	98.	86.	22.	19.					100	74	74	22	16	21	27	41	44.3	35.3	32.8	26.1	42.0	32.6	31.7	25.0
25.					0.9	2.3	2.6	----	5	6	5	1	4		3	3	----	----	----	----	----		----	----
30.	98.	80.	16.	45.	6.4	7.3	8.8	7.6	64	95	47	20	16	59	43	9	55.0	48.9	38.3	39.4	56.3	47.7	37.7	37.8
39.	90.	70.	19.	3.	9.3	10.2	10.4	8.0	54	83	51	17	6	26	29	13	62.8	49.3	41.3	32.6	59.3	47.8	38.6	33.1
29.	86.	65.	12.		----	2.9	5.6	3.1	4	20	16	7	3	11	9	3	----	47.3	37.7	----	----	44.3	35.1	----
30.										1								----						
25.	93.	86.	20.		6.3	5.9	8.3	----	20	25	7	1	7	10	3	3	47.2	39.1	----	----	44.0	35.5	----	----
26.	97.	91.	10.	20.	2.3	2.6	2.6	2.2	449	353	217	4	60	92	127	16	55.6	41.7	36.0	----	51.3	40.5	33.3	----
17.									16	8	6	3	3	5	22	2	----	----	28.1	----	----	----	23.4	----
19.	98.	84.	15.		1.5	1.9	2.4	4.6	143	159	91	10	8	34	69	12	47.4	38.3	32.2	22.5	43.8	36.7	30.3	20.0
23.	96.	86.	3.		2.2	2.9	3.0	7.4	565	287	202	8	47	77	119	17	57.6	41.7	36.1	33.2	52.1	41.4	34.3	22.0
21.	65.				6.4	7.5	7.9	----	13	7	11	4	4	2	3	3	----	----	----	----	----	----	----	----
24.	92.	85.	29.	8.	10.4	10.9	8.7	8.9	84	66	75	36	11	8	50	51	43.1	36.5	30.5	23.0	39.9	35.6	27.0	22.5
34.			50.							3	14	4	1	1	8	5		----	9.0	----	----	----	24.8	----
25.	84.	91.	26.		5.5	5.5	5.9	7.2	28	52	25	7	4	16	14	18	----	32.2	30.1	24.4	----	30.9	27.3	21.2
20.	97.	45.							57	34	19	6	6	13	8	2	32.0	27.9	26.1	----	27.5	25.5	22.3	----
22.	98.	63.	33.						43	26	14	6	10	12	10	25	36.9	32.7	27.4	21.9	34.7	29.3	27.2	20.2
31.	96.	86.			7.7	7.6	8.8		23	15	11		2	6	6		----	33.5	29.5		----	33.1	28.2	
16.									20	11	14	3	3	2	3	2	----	----	----	----	----	----	----	----
22.	ALL	94.	23.		4.1	4.9	4.0	5.6	29	11	15	10	1	5	7	6	----	----	24.3	22.4	----	----	24.4	21.6
23.	96.	ALL	39.		4.0	4.0	4.0	4.0	20	11	18	4	6	10	13	11	37.6	33.5	29.4	----	39.0	32.3	26.4	----
26.									1	10	10	2		1	5		----	----	----	----		----	----	
20.									1	2	4	2	1	1	2	5	----	----	----	----	----	----	----	----
20.	95.	88.	16.	4.	4.3	5.7	6.4	6.7	301	173	123	22	18	36	54	32	48.5	37.2	32.9	23.4	43.1	35.2	29.4	21.9
19.	94.	78.	31.	6.	2.8	6.5	5.1	6.6	103	93	46	18	13	30	34	29	44.3	38.1	31.5	25.6	49.8	34.8	30.0	22.8
20.	84.	64.	34.	23.	8.4	9.2	14.5	7.3	18	23	22	9	1	5	16	13	----	----	26.9	24.3	----	----	26.8	22.7
20.	89.	50.	34.	3.					30	30	37	15	14	8	21	24	35.9	32.7	28.4	22.8	36.1	32.2	28.8	22.5
21.	96.	71.	27.	7.	4.5	5.4	6.2	5.2	69	55	41	8	7	29	25	34	43.4	34.8	28.8	23.1	42.4	34.0	28.4	22.3
31.	ALL	56.			4.7	4.0	4.4	----	8	11	5	1	3	5	4	1	----	----	----	----	----	----	----	----
35.	44.	7.			8.4	8.7	8.9	6.8	20	28	18	3	5	13	9	4	----	29.5	26.6	----	----	29.3	26.0	----
24.	96.	73.	52.	18.					27	51	17	7	1	15	10	4	----	32.0	24.7	----	----	30.4	25.7	----
23.																								
22.	ALL	ALL							168	34	36		5	4	5		----	----	----		----	----	----	
29.	ALL	64.	7.						24	15	15	5	5	7	12	7	----	33.8	29.2	----	----	31.7	28.7	----
22.	82.	50.			0.0	0.0	----	0.0	17	6	2	16			1	1	----	----	----	----			----	----
24.	92.	57.	2.		7.7	10.8	9.4	7.3	84	33	25	6	17	13	20	8	57.2	44.5	36.0	29.3	56.0	43.0	35.2	29.8
25.	71.	50.	2.		8.5	11.4	11.2	----	109	69	60	5	29	38	56	6	56.8	44.9	37.3	----	55.0	44.0	36.3	----
24.	93.	37.	3.		8.0	9.9	11.1	----	505	111	55	8	59	21	32	4	57.1	46.9	36.8	----	54.5	44.8	36.0	----
23.	95.	49.	3.		7.6	11.0	11.0	10.4	403	72	43	7	85	38	44	14	57.1	45.6	36.4	31.8	55.4	44.0	36.3	31.7
24.	93.	27.	11.		7.7	11.2	10.0	----	131	23	11	1	42	26	8	5	57.1	45.0	37.5	----	56.3	43.1	38.3	----
24.	97.	35.			7.5	11.0	11.0	8.5	426	68	49	10	84	59	55	22	57.5	45.3	36.0	28.6	55.4	42.5	35.3	31.2
24.	94.	49.	1.		7.4	9.3	10.7	12.7	354	120	54	4	81	39	55	8	57.2	45.6	37.1	----	56.6	44.2	35.0	----
24.	98.	49.			7.6	10.1	11.1	15.1	239	53	25		58	32	43	6	57.3	45.6	36.0		55.7	44.2	35.7	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA (CONTD)																				
Humboldt State University	29	IIA	1	1	1		56.3	44.7	35.9	-----	50.4	1	1	1		69.0	56.2	45.8	-----	62.3
Cal.St.Univ-Long Beach	29	IIA	1	1	1	1	57.0	45.3	36.9	31.0	49.6	1	1	1	1	69.5	56.9	47.0	39.7	61.4
Cal.St.Univ-Los Angeles	29	IIA	1	1*	1		56.9	45.7	37.4	-----	50.9	1	1	1		69.4	57.2	47.4	-----	62.7
Cal.St.Univ-Northridge	29	IIA	1	1	1	1	57.3	44.5	36.8	31.6	51.4	1	1	1	1	70.0	55.9	46.9	40.2	63.3
Cal.Poly.St.Univ-Pomona	29	IIA	1	1*	1*	1	57.4	45.7	38.5	31.6	51.7	1	1	1*	1*	70.3	57.3	48.9	40.4	63.9
Cal.St.Univ-Sacramento	29	IIA	1	1	1		57.3	43.8	37.4	-----	53.4	1	1	1		70.1	55.1	47.6	-----	65.7
San Diego State University	29	IIA	1	1	1	1	56.9	45.3	37.6	31.2	50.5	1	1	1	1	69.6	56.9	47.8	39.9	62.5
San Francisco State Univ.	29	IIA	1	1	1	1	56.5	45.2	36.4	30.7	50.9	1	1	1	1	69.1	56.8	46.4	39.2	62.8
San Jose State University	29	IIA	1	1	1	1*	56.9	45.1	37.6	32.2	49.6	1	1	1	1*	69.5	56.6	47.7	41.0	61.3
Sonoma State University	29	IIA	1	1	1		56.7	44.8	35.8	-----	52.1	1	1	1		69.3	56.4	45.7	-----	64.3
Cal.St.Univ-Stanislaus	29	IIA	1	1	2	1	56.8	42.7	35.0	29.8	49.8	1	1	1	1	69.5	53.9	44.8	38.2	61.6
Chapman College		IIA	3	3	3		45.0	38.6	32.5	-----	38.4	3	2	3		56.5	49.0	39.9	-----	48.1
Claremont Graduate School		I	2	1	3		64.2	47.1	35.0		55.3	2	2	3		77.3	57.5	43.5		67.0
Claremont McKenna College		IIB	1*	1*	1*		58.5	42.1	35.1	-----	48.4	1*	1	1*		72.1	51.9	44.9	-----	60.0
College of Notre Dame		IIB	3	3	3		37.7	30.3	26.2	-----	31.0	3	3	3		47.0	37.4	31.8	-----	38.1
Fresno Pacific College		IIB									29.2									37.7
Golden Gate University	65	I	4	2	1		50.8	46.1	40.2		45.8	5	2	1		59.7	54.9	48.1		54.3
Harvey Mudd College		IIB	1*	1*	1*		64.0	46.2	37.9	-----	54.3	1*	1*	1*		79.2	58.4	48.6	-----	67.9
Holy Names College		IIA	5	5	5		33.6	29.4	25.7	-----	28.8	5	5	5		38.2	33.5	29.3	-----	32.8
Lincoln University		IIB					-----	-----	-----		16.3					-----	-----	-----		18.5
Loma Linda University	84	IIA	5	5	5	5	37.2	30.6	27.0	21.3	31.3	5	5	4	5	48.2	39.9	35.2	27.5	40.7
Los Angeles Coll. of Chiro.	86	IIA	4	5	5		41.1	30.9	26.2	-----	29.7	4	5	5		52.5	38.7	33.2	-----	37.6
Loyola Marymount University	88	IIA	1	1*	2	3	58.6	45.5	34.2	24.2	46.6	1*	1*	1	2	74.2	59.6	46.2	34.9	60.5
Menlo College		IIB									40.7									51.0
Mennonite Brthrn. Bible Sem.		IIA		5			-----	32.5	-----		32.2		5			-----	39.2	-----		39.0
Mills College		IIA	2	2	3		52.3	39.7	31.9	-----	39.8	2	2	3		65.2	49.1	40.5	-----	49.8
Monterey Inst.Intern'l Stud.		IIA	4	4	5	3	42.1	33.2	28.0	24.6	31.7	4	5	5	4	49.8	40.3	34.3	29.4	38.3
Mount St.Mary's College		IIB	3	2	3	2	37.2	33.1	27.5	23.8	31.0	4	3	4	3	41.7	37.2	31.1	27.1	34.9
Occidental College		IIB	1*	1*	1*	1	55.4	42.0	34.7	27.2	42.5	1*	1*	1*	2	69.7	53.2	43.1	31.6	53.0
Ohlone College		III	1*	1*	1*	1*	50.3	43.0	42.6	38.9	45.5	1	1	1*	1*	59.6	51.7	51.3	47.2	54.3
Pacific Oaks College		IIA									27.7									31.2
Pacific Union College		IIB	5	4	3		30.7	28.3	26.6	-----	28.5	5	4	4		36.3	33.1	30.9	-----	33.4
Palomar College		III		1*		1*		48.1		37.2	46.9		1*		1*		56.0		43.9	54.6
Patten College		IIB					-----	-----	-----	-----	-----					-----	-----	-----	-----	-----
Pepperdine University		IIA	1	1	1*		56.6	45.2	39.7		51.1	1	1*	1*		72.5	58.2	49.9		65.6
Pitzer College		IIB	1*		1		55.8	-----	31.4	-----	47.2	1*		1		69.2	-----	39.8	-----	58.9
Point Loma Nazarene College	117	IIB	2	3	2		42.8	32.9	29.1	-----	37.0	2	3	2		52.5	40.4	34.9	-----	45.2
Pomona College		IIB	1*	1*	1*		61.2	45.2	36.2	-----	47.9	1*	1*	1*		75.8	55.6	43.8	-----	58.8
Saint Mary's Coll. of Calif.		IIA	2	2	2		52.0	41.0	33.0		42.0	2	2	3		63.7	51.3	40.2		52.0
Santa Clara University		IIA	1*	1*	1*		65.9	46.0	39.7		47.7	1*	1	1*		78.2	55.9	48.6		57.8
School of Theol.At Claremont		IIA	3				43.8	-----			41.9	4				51.6	-----			48.9
Scripps College		IIB	1*	1*	1		54.6	42.2	32.7	-----	44.1	1*	1*	1		68.3	54.0	41.4	-----	55.7
Southern California College		IIB	3	2	2		39.3	36.0	29.3	-----	33.6	3	2	2		46.7	43.6	34.4	-----	40.0
Southwestern University	4	IIA	1*				61.2	-----	-----	-----	57.8	1*				75.8	-----	-----	-----	71.9
Stanford University	1	I	1*	1*	1*		79.2	55.3	43.8		68.3	1*	1*	1		93.5	65.2	51.7		80.5
Univ.of Calif.-Berkeley	8	I	1*	1	1		72.4	47.4	39.9		63.5	1	1	1		87.0	58.4	49.9		76.8
Univ.of Calif.-Davis	8	I	2	3	2		63.5	43.0	37.4		53.4	2	3	2		76.1	52.8	46.3		64.6
Univ.of Calif.-Irvine	8	I	1	2	1		67.1	45.5	39.0		55.0	2	2	1		80.4	55.7	48.3		66.5
Univ.of Calif.-Los Angeles	8	I	1	2	1		70.1	44.6	39.7		59.1	1	2	1		84.1	54.9	49.4		71.5
Univ.of Calif.-Riverside	8	I	2	3	3		62.7	42.6	36.1		50.3	2	3	3		75.0	52.0	44.6		60.9
Univ.of Calif.-San Diego	8	I	1	2	2		68.5	45.2	38.4		57.7	1	2	2		82.1	55.6	47.8		69.8
Univ.of Calif.-San Francisco	8	I	3	3	2		58.9	42.1	37.3		49.2	3	3	2		70.6	51.4	46.0		59.5
Univ.of Calif.-Santa Barbara	8	I	1	3	1		66.8	43.3	38.8		57.9	2	3	1		80.2	53.4	48.3		70.1
Univ.of Calif.-Santa Cruz	8	I	2	3	2		63.0	43.3	37.0		52.2	2	3	2		75.5	53.0	45.8		63.1
University of La Verne	4	IIA	5	5	5		38.3	28.8	24.6	-----	29.7	5	5	5		44.7	33.8	29.1	-----	34.8
University of the Pacific	154	IIA	3	3	3	3	47.4	39.2	32.1	26.3	42.1	2	2	3	3	59.0	48.7	39.8	32.3	52.3
University of Redlands		IIA	3	3	3		46.4	38.1	32.0		40.2	2	2	3		59.0	48.7	39.1		50.7
University of San Diego		IIA	1	2	1		58.1	42.0	35.4	-----	46.5	1	2	2		71.7	52.9	42.8	-----	57.5
University of San Francisco		IIA	1	1	1		58.2	44.1	36.6		50.5	1	1	1		70.1	54.5	45.8		61.5
Univ. of Southern California		I	1	1	1	1*	69.3	48.8	41.0	43.7	53.6	1	1	1	1*	86.7	62.9	52.6	56.6	68.1
Westmont College		IIB	2	2	2		40.8	34.6	28.5	-----	35.3	2	2	2		51.7	43.1	35.2	-----	44.2
Whittier College	168	IIA	3	4	2		45.5	34.2	32.8	-----	38.5	3	4	3		57.2	42.2	39.7	-----	47.6
Woodbury University		IIA									31.4									38.3
COLORADO																				
Adams State College		IIA	4	5	4	2	40.4	32.5	29.4	26.7	32.6	5	5	4	3	48.1	39.4	35.5	32.4	39.2
Aims Community College		III	4	4	4	4	35.0	29.2	27.1	22.9	28.4	4	4	4	4	41.7	35.2	32.7	28.0	34.3
Colorado College		IIB	1	1	1		52.8	40.1	32.7		43.7	1	1	1		65.9	49.7	39.7		54.2
Colorado Mountain College		III	4	5	5		32.7	27.4	23.6	-----	27.8	5	5	5		38.8	32.8	28.4	-----	33.3
Colorado School of Mines		IIA	2	2	1		51.9	39.7	35.8	-----	45.5	2	3	2		61.3	47.8	43.3	-----	54.2
Colorado State University	1	I	4	4	4		50.8	39.3	34.2	-----	43.8	4	4	4		61.0	47.2	41.0	-----	52.7
Denver Cons. Baptist Sem.		IIA	5				27.9	-----	-----		26.0	5				35.8	-----	-----		33.7
Fort Lewis College	1	IIB	3	3	1		38.7	32.1	30.5	-----	34.9	3	3	2		45.5	37.7	35.8	-----	40.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	ALL	91.	8.		7.7	9.3	10.3	----	198	45	35	2	28	20	27	1	56.6	44.9	35.4	----	54.8	44.2	36.5	----
24.	96.	43.	2.		7.6	9.3	12.0	11.2	431	166	97	4	87	70	101	9	57.1	45.9	37.8	----	56.0	43.8	36.0	----
23.	97.	63.	7.		7.6	9.8	10.0	----	305	87	77		93	41	51	1	57.2	46.3	37.4		55.9	44.3	37.3	----
23.	96.	69.	7.		7.3	10.2	10.5	9.0	458	81	78	6	112	50	75	6	57.6	44.9	37.5	32.7	56.1	43.7	36.0	30.5
24.	96.	28.	1.		7.6	10.8	10.4	----	377	79	83	4	60	28	45	4	57.7	46.1	39.4	----	55.6	44.6	36.9	----
23.	99.	38.	1.		7.6	11.5	12.8	----	507	66	43		130	51	43	1	57.6	45.2	38.4		56.2	42.1	36.4	----
24.	94.	76.	14.		7.5	8.9	9.9	8.9	574	184	83	11	102	90	105	11	57.1	45.8	38.6	30.9	55.4	44.4	36.9	31.5
23.	93.	41.	4.		7.9	10.4	10.3	9.9	416	87	57	15	122	60	56	13	56.9	46.2	36.5	30.6	54.9	43.8	36.3	30.8
24.	93.	41.	2.		7.6	10.5	11.0	10.3	398	154	93	4	75	89	86	8	57.2	45.8	37.8	----	55.3	43.8	37.4	----
23.	98.	68.	13.		7.4	9.4	11.0		150	26	19	1	42	14	12	2	56.8	44.5	36.5	----	56.2	45.3	34.6	----
24.	96.	71.	5.		7.6	10.4	11.2	7.6	109	15	19	2	23	13	19	6	57.2	43.1	36.7	----	55.1	42.1	33.4	----
25.	97.	83.			4.8	5.5	5.5	----	24	25	25	1	8	11	10		45.2	38.8	33.2	----	44.3	38.1	30.7	
21.	92.	70.			8.2	9.5	5.2		37	15	6		2	5	3		----	----	----		----	----	----	
24.	97.	95.			6.1	7.0	7.2	----	28	15	6	2	2	4	4	1	----	----	----	----	----	----	----	----
23.	ALL	40.			3.5	6.0	4.5	----	6	3	7	1	8	7	10		37.9	----	26.1	----	37.6	----	26.3	
29.																								
19.	85.	53.							23	11	19		3	4	4		----	----	----		----	----	----	
25.	ALL	91.			4.8	6.5	8.9	----	31	9	8	2	1	2	3		----	----	----	----	----	----	----	
14.	78.	45.	14.						2	6	6		7	5	8	1	----	----	25.9		----	----	25.5	----
14.					----		----		1	2	3		2				----	----	----		----			
30.	80.	38.	7.		11.4	8.1	4.9	4.6	87	55	54	4	10	30	33	9	38.4	31.8	28.6	----	26.7	28.4	24.4	----
27.									6	5	15	2		2	3		----	----	----	----		----	----	
30.	96.	66.	12.						89	55	51	4	24	21	34	6	59.2	45.0	34.1	----	56.6	46.7	34.4	----
25.																								
21.					----	2.1	----		3	6	2				1		----	----	----				----	
25.	ALL	79.			12.2	13.1	7.6	----	14	9	11	2	11	10	19	3	52.3	39.7	32.7	----	52.3	39.8	31.5	----
21.	25.				----	4.8	9.8	----	7	9	6	2	1	8	10	5	----	34.2	27.9	----	----	32.2	28.0	----
13.	ALL	87.	26.		3.7	5.4	6.2	----	6	4	3	1	10	11	20	6	37.7	----	----	----	36.9	----	----	----
25.	96.	96.			9.0	9.4	14.4	----	32	21	27	8	13	7	19	6	56.9	42.2	34.9	27.5	51.8	41.5	34.4	26.8
20.	ALL	ALL	ALL	80.	11.7	2.6	14.1	3.3	32	12	4	9	20	12	6	16	51.6	46.7	----	41.0	48.2	39.4	----	37.8
13.																								
17.	ALL	39.			10.0	7.6	7.3	----	31	13	14	2	4	10	15	3	----	28.4	26.6	----	----	28.1	26.6	----
16.		ALL				6.0		6.0		118		10		60		13		48.5		37.4		47.3		37.1
---					----	----	----			1	2	1	1					----	----	----	----			
28.	91.	55.	6.		12.6	13.6	14.5		103	61	12		13	15	4		57.2	46.1	----		51.9	41.5	----	
25.	ALL				10.0	----	11.2		25	3	10		9	1	5	1	56.9	----	----		52.6	----	----	----
22.	56.	20.			9.4	9.9	9.6	----	32	13	5	2	7	7	8	1	43.3	32.7	----	----	40.6	33.2	----	----
23.	94.	96.			7.3	8.9	9.2	----	50	33	21	2	3	16	22	2	----	44.3	36.1	----	----	47.1	36.3	----
24.	97.	74.	21.		7.8	6.7	9.1		24	23	18		6	20	6		52.5	41.9	33.1		50.1	40.0	32.6	
21.	90.	90.	8.						64	90	47		6	19	30		66.4	46.4	40.2		60.6	44.4	39.0	
17.	93.				5.7	----			14	4			1	1			----	----			----	----		
26.	ALL	83.			7.1	10.3	7.1		14	8	5		8	4	9	3	56.0	----	----		52.1	----	----	----
19.					8.3	7.9	5.6	----	12	11	11	2	1		3	2	----	----	----	----	----		----	----
25.	87.				7.0	----	----	----	23	2	3		8	1	1	1	61.9	----	----		59.3	----	----	----
18.	ALL	80.							492	108	121		26	24	41		79.8	55.8	44.3		67.4	53.4	42.2	
21.	98.	94.							855	172	134		96	58	68		73.3	48.0	40.9		64.2	45.7	37.9	
21.	95.	87.							500	157	149		48	41	68		64.1	43.3	37.6		56.5	41.8	36.9	
21.	97.	96.							237	84	101		27	21	37		68.4	46.0	39.3		56.3	43.5	38.0	
21.	90.	92.							792	198	194		100	77	105		70.9	45.2	40.5		63.3	43.0	38.2	
21.	99.	93.							159	57	76		16	14	37		62.9	43.3	37.0		59.7	39.6	34.2	
21.	94.	93.							359	97	99		32	33	36		69.4	45.7	38.8		58.0	43.7	37.4	
21.	61.	42.							95	47	35		31	24	25		60.2	41.6	37.7		55.0	43.0	36.8	
21.	98.	95.							375	80	78		36	24	34		67.5	43.9	40.1		59.8	41.6	36.0	
21.	97.	95.							167	38	60		26	23	42		63.6	44.3	37.8		59.1	41.7	35.9	
17.	93.	41.	3.		5.3	5.3	5.3	----	21	27	19	2	7	12	17		38.4	29.0	25.3	----	37.9	28.3	23.8	
24.	92.	66.	7.		5.8	6.2	6.4	5.3	175	56	50	1	18	21	19	7	47.2	39.2	33.3	----	50.0	39.3	29.0	----
26.	98.	87.			6.5	6.9	1.7		41	21	12		9	9	18		46.7	38.2	32.3		45.1	38.0	31.8	
24.	92.	67.			11.5	11.6	13.0		74	45	30	3	18	36	25	2	58.9	43.0	35.6	----	54.7	40.8	35.3	----
22.	91.	87.	73.						90	32	19		13	21	14		58.2	43.7	36.4		57.5	44.8	37.0	
27.	96.	89.	2.	7.	7.4	7.4	7.4	6.0	402	324	242	21	37	76	104	6	70.1	49.3	42.3	45.1	60.1	46.6	38.0	38.9
25.	96.	60.			6.0	7.7	7.1	----	24	17	11	1	2	3	5	1	----	----	----	----	----	----	----	----
24.	98.	88.	23.						32	17	13	2	8	8	13	1	45.2	35.1	35.0	----	47.0	32.3	30.7	----
22.																								
21.	ALL	50.	26.	28.	8.6	8.1	9.1	7.4	20	20	13	12	3	6	10	6	----	33.3	30.1	27.0	----	30.1	28.5	26.1
20.									20	13	16	17	10	10	14	14	34.6	29.8	28.0	23.9	35.8	28.5	26.0	21.7
24.	98.	97.	11.						60	24	19		6	14	16		53.2	40.1	32.2		48.8	40.0	33.2	
19.					6.0	6.0	6.0	----	15	15	9	4	4	10	5	1	----	28.5	----	----	----	25.8	----	----
19.	94.	75.	4.		5.0	5.0	5.0	----	104	48	23	1		11	5	1	----	40.0	----	----		38.1	----	----
20.	96.	87.	20.						420	230	121	1	20	41	58	2	51.1	39.7	35.0	----	44.3	36.7	32.5	----
30.	ALL								6	5	3				1		----	----	----				----	
17.	97.	89.	8.		7.8	8.2	7.3	----	59	26	23	2	11	10	13		39.3	32.3	32.2	----	35.8	31.5	27.6	

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
COLORADO																				
Iliff School of Theology		IIA	2				49.1	-----	-----		45.3	2				65.1	-----	-----		58.0
Mesa State College		IIB	3	3	3	5	38.2	31.4	27.0	19.4	30.3	3	3	3	4	45.5	37.7	32.7	24.1	36.5
Metropolitan State College		IIB	2	2	2	3	40.8	35.5	29.6	23.2	36.1	3	2	2	3	48.3	42.3	35.7	28.5	43.0
Nazarene Bible College		III					-----	-----	-----		23.6					-----	-----	-----		34.6
Regis College		IIB	3	2	3		38.3	34.4	26.7		32.8	2	3	4		49.6	40.8	30.7		39.6
Univ. of Colorado, Boulder		I	4	3	2	2	55.6	43.0	38.1	29.6	47.9	4	3	2	2	65.1	51.1	45.5	35.7	56.5
Univ. of Colo. at Colo.Sprgs		IIA	3	3	2	5	47.6	38.5	34.1	22.0	37.9	3	3	3	5	55.5	45.5	40.0	24.7	44.4
Univ. of Colorado at Denver		IIA	2	2	2	1	50.9	41.6	35.3	28.8	42.3	2	2	2	2	59.3	49.5	42.2	34.7	50.0
Univ. of Colo. Hlth. Sci.Ctr	1	IIA	1	1	2		58.8	43.5	35.1	-----	42.4	1	1	1		71.5	54.2	44.8	-----	53.0
University of Denver	149	I	4	4	4	1*	50.8	38.5	34.0	37.7	41.6	5	5	5	1	60.0	45.9	39.3	43.2	48.9
Univ. of Northern Colorado		I	5	5	5	4	45.0	36.4	30.5	23.4	36.0	5	5	5	5	52.4	42.6	35.8	27.6	42.1
University Southern Colorado		IIA	4	4	3	3	41.4	35.1	31.3	25.4	35.7	4	4	4	4	48.4	41.0	36.6	29.7	41.8
Western State College		IIB	3	3	3	2	39.7	31.8	26.3	24.3	33.3	3	3	3	3	47.9	38.7	32.3	28.4	40.3
CONNECTICUT																				
Albertus Magnus College		IIB	3	4	4		35.4	28.4	24.3	-----	28.0	4	4	4		39.5	34.4	29.3	-----	33.1
Asnuntuck Community College		III	2			1	42.9	-----	-----	30.4	36.5	2			1	55.2	-----	-----	40.1	47.5
Central Connecticut St.Univ.		IIA	1	1	1	1	56.3	45.4	36.7	29.3	45.3	1	1*	1	1	70.5	57.9	47.8	38.9	57.7
Connecticut College		IIB	1	1	2	1	48.6	38.6	30.2	27.2	40.2	1	1	1	1	61.8	50.3	38.7	33.3	51.5
Eastern Connecticut St.Univ.		IIA	1	1	2		53.7	42.8	33.1	-----	44.3	1	1	2		68.5	55.4	43.7	-----	57.2
Fairfield University		IIA	2	1	2	2	53.0	42.7	35.2	28.2	42.3	1	1	1	2	67.9	55.8	45.2	34.1	54.5
Hartford College for Women		III					-----	-----	-----	-----	26.4					-----	-----	-----	-----	30.3
Hartford Graduate Center		IIB	1*	1*	1*		60.3	51.5	45.5	-----	51.0	1*	1*	1*		77.3	67.9	60.3	-----	66.8
Hartford Seminary		IIA									45.2									56.4
Mattatuck Community College		III	1	1	1*	1	48.3	39.3	38.2	30.4	42.5	1*	1*	1*	1*	67.2	54.3	52.1	41.5	58.8
Middlesex Community College		III	1	1	1*	1	47.8	40.9	37.3	29.2	41.7	1*	1*	1*	1*	65.4	56.1	52.1	44.8	58.0
Norwalk Community College	108	III	1	1	1	1*	48.8	39.6	35.2	30.9	41.4	1	1	1	1	60.7	49.9	44.7	39.8	52.0
Quinebaug Valley Comm. Coll.		III	1				45.9	-----	-----	-----	36.8	1				61.7	-----	-----	-----	49.4
Quinnipiac College	10	IIB	1	1	1	1	49.2	40.1	32.7	27.5	40.4	1	1*	1*	1	63.7	52.4	42.3	35.1	52.5
Sacred Heart University		IIB	2	2	2	2	42.0	35.4	30.1	25.3	34.4	2	2	2	2	52.6	44.8	37.1	31.5	43.0
Saint Joseph College		IIA	5	5	5		36.9	32.2	27.5	-----	29.9	5	5	5		44.0	38.5	32.7	-----	35.6
South Central Comm. College		III	1	2	1	1	45.4	37.2	35.4	29.7	38.7	1	1	1*	1	59.1	49.4	47.7	40.4	51.3
Southern Conn. State Univ.		IIA	1	1	1	2	53.8	44.1	36.2	28.4	45.4	2	1	1	1	66.2	55.1	45.7	36.3	56.4
Trinity College		IIB	1*	1*	1		57.3	43.3	31.8	-----	44.8	1*	1*	1		71.1	54.7	39.1	-----	55.5
Tunxis Community College		III	2		1	1	45.3	-----	32.5	29.2	37.1	1		1	1	60.2	-----	44.4	40.3	50.1
University of Bridgeport		IIA	1	1	1	1	55.5	44.4	37.0	30.2	47.5	1	1	1	1	69.7	57.4	48.3	39.7	60.7
University of Connecticut		I	2	1	1	1	64.8	48.8	40.2	36.1	54.3	2	1	1	1*	78.8	61.2	51.4	46.8	67.1
University of Hartford		IIA	2	2	2	1	49.2	39.7	33.4	30.5	38.3	2	2	2	1	62.1	50.0	42.1	38.5	48.3
University of New Haven		IIA	3	2	1		45.9	40.7	35.7	-----	41.7	3	2	2		57.0	50.7	43.9	-----	51.8
Wesleyan University		IIA	1*	1	1		63.0	42.6	35.9	-----	50.7	1*	1	1		81.8	54.9	46.2	-----	65.6
Western Conn. State Univ.		IIA	1	1	1	2	54.3	44.4	36.5	27.8	46.8	1	1*	1*	1	71.8	59.6	49.6	38.6	62.5
Yale University		I	1*	1	2	1	77.5	47.3	36.8	31.7	58.5	1*	2	3	2	93.2	57.2	44.2	37.1	70.3
DELAWARE																				
Delaware State College	4	IIA	4	4	3	3	43.1	35.5	30.6	25.3	33.3	3	3	3	3	56.4	46.4	40.1	33.1	43.6
University of Delaware		I	3	3	4	4	58.3	42.2	34.5	24.8	43.6	2	2	2	3	74.7	55.4	45.3	33.5	56.7
Wesley College		IIB	3	3	2	2	36.3	31.4	28.2	24.2	30.7	3	3	3	3	44.9	36.7	33.3	26.7	36.5
DISTRICT OF COLUMBIA																				
American University	34	I	2	2	2	2	63.4	45.7	38.2	28.7	49.4	2	2	3	3	76.3	55.8	44.8	33.5	59.2
Catholic Univ. of America		I	4	4	4	3	54.4	39.3	33.0	27.5	41.3	4	4	5	4	64.8	47.2	38.2	31.1	48.8
Gallaudet University	61	IIA	1	2	2	2	56.3	41.8	34.4	27.8	41.0	1*	1	1	1	75.1	56.4	46.7	37.8	55.1
George Washington University		I	2	2	2	2	63.2	45.4	37.0	30.6	52.4	2	2	2	1	76.5	55.9	45.6	39.2	63.9
Georgetown University		I	1*	1	3	2	72.3	47.6	35.5	29.6	50.8	1*	1	3	2	88.7	60.3	44.4	37.3	63.3
Howard University		I	4	4	4	2	55.7	40.7	33.4	30.2	40.6	4	4	5	3	64.0	47.5	39.0	33.6	46.8
Mount Vernon College		IIB		2	3		-----	34.2	27.0		31.1		2	3		-----	41.1	33.2		37.8
Wesley Theological Seminary		IIA	5				36.8	-----	-----	-----	34.5	5				41.9	-----	-----	-----	39.9
FLORIDA																				
Barry University		IIA	4	4	3	3	41.7	35.4	31.0	24.5	34.4	4	4	4	4	49.8	42.4	36.7	29.1	41.0
Brevard Community College		III	3	2	2	2	37.4	35.3	30.7	27.1	31.3	3	2	2	1	48.4	45.7	40.1	35.6	40.8
Eckerd College		IIB	2	2	2		42.6	34.6	29.4		36.1	2	2	2		53.7	43.2	37.0		45.4
Embry-Riddle Aero University	54	IIA	3	4	4		45.0	34.7	28.9		34.1	3	4	4		53.7	41.6	34.8		40.9
Florida Atlantic University		IIA	2	3	1	3	50.9	39.2	35.7	25.7	41.7	2	2	1	2	63.6	49.6	45.5	33.2	52.7
Florida Internat'l Univ.	1	IIA	2	2	1	3	51.0	40.1	35.4	26.2	39.5	2	2	1	2	63.6	50.7	45.0	34.2	50.0
Florida Southern College		IIB	3	3	3	2	36.0	30.5	26.1	25.6	29.8	3	3	3	2	44.9	38.4	32.5	30.8	37.1
Florida State University		I	4	5	5	4	52.3	37.9	32.9	23.8	43.5	4	4	4	4	65.0	47.9	41.9	30.2	54.5
Gulf Coast Community College		III	3	2	2	2	38.1	36.8	30.7	25.9	32.3	3	2	2	2	49.2	47.5	40.1	34.1	42.0
Hillsborough Community Coll.		III	2	2	1	1*	41.6	37.2	32.2	32.1	38.6	2	2	1	1*	53.5	48.2	42.0	41.8	49.8
Indian River Community Coll.		III	1*	1*	1*	1*	49.9	44.5	38.4	31.5	38.3	1*	1*	1*	1*	63.7	57.1	49.6	41.1	49.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	10.								10	3	3			2			----	----	----			----		
20.	98.	79.	53.	36.					35	30	24	9	6	8	8	2	38.6	31.6	27.5	----	36.1	30.4	25.4	----
19.	94.	73.	38.	18.	7.8	8.3	8.1	----	113	79	47	7	30	22	25	4	41.1	35.5	30.2	----	39.8	35.7	28.5	----
47.					----	----	----		3	3	2				3		----	----	----				----	
21.	93.	63.	5.		8.4	4.1	13.5		12	19	9		2	8	10		----	34.8	24.9		----	33.5	28.2	
18.	94.	70.	7.	14.					419	175	129	9	26	68	58	12	56.0	43.4	38.2	27.7	49.3	42.0	37.8	31.1
17.	98.	86.	5.						41	37	26	6	5	7	13	14	----	39.0	34.6	23.4	----	36.0	33.0	21.4
18.	78.	75.	6.		5.6	6.6	4.1	4.9	94	82	57	14	12	22	27	5	51.1	42.6	35.5	----	49.6	38.2	35.0	----
25.	ALL	91.	9.						10	9	6		6	13	27	3	63.1	44.3	39.0		51.5	42.9	34.2	----
18.	97.	87.	6.		4.0	5.0	4.7	3.4	119	86	49	9	12	23	34	5	51.7	38.9	33.8	----	42.1	37.0	34.2	----
17.	98.	85.	13.		4.2	4.2	5.5	3.8	115	86	64	5	19	32	58	15	45.5	36.7	31.8	----	42.1	35.5	29.2	----
17.	ALL	90.	40.		5.6	6.0	6.9	----	56	40	29	3	4	11	18	6	----	35.8	32.0	----	----	32.3	30.1	----
21.	98.	41.	68.		8.1	8.9	7.7	8.9	42	14	21	7	3	3	7	1	----	----	26.2	----	----	----	26.4	----
18.	ALL	82.			5.0	5.0	----	----	1	7	5	1	5	4	3	2	----	----	----	----	----	----	----	----
30.	14.			88.					4	4	4	1	3			7	----	----	----	----	----			----
27.	98.	88.	39.	8.					100	94	57	10	20	36	52	15	56.4	45.6	37.8	29.9	55.7	44.7	35.5	29.0
28.	98.	88.	8.						33	27	12	6	17	13	13		48.6	38.2	31.1	----	48.4	39.5	29.4	
29.	98.	70.	7.		10.0	6.6	9.1	----	38	33	15		9	14	15	2	55.0	43.2	33.5		48.1	42.1	32.6	----
29.	98.	83.	63.		8.2	6.7	4.9		45	42	40	6	9	12	28	2	53.3	42.8	36.4	----	51.6	42.1	33.5	----
15.					----	----	----	----	2	1			3	1	1	1	----	----			----	----	----	----
31.									11	9	8	2			4	1	----	----	----	----			----	----
25.																								
38.	ALL	ALL	46.	11.					27	5	6	3	10	9	7	6	48.7	----	38.5	----	47.2	----	38.0	----
39.	ALL	79.	44.		7.2	9.2	5.9	15.6	16	7	7		5	7	2	6	----	43.5	----		----	38.4	----	----
26.	ALL	85.	55.	11.	6.7	7.6	10.5	8.4	11	3	7	4	14	10	4	5	49.2	----	----	----	48.4	----	----	----
34.	ALL				9.6	----	----	----	4	3	2	1	2	1	1	4	----	----	----	----	----	----	----	----
30.	93.	80.	29.		8.2	7.8	7.5	----	47	31	22		7	9	27	6	49.4	40.6	33.1		47.6	38.7	32.3	----
25.	95.	71.	6.						16	23	20	2	6	12	15	4	41.6	36.0	29.6	----	43.0	34.3	30.7	----
19.	ALL	87.			----	5.9	7.3	----	4	9	8	1	2	14	23	4	----	31.6	27.4	----	----	32.6	27.5	----
32.	ALL	ALL	63.		6.6	6.7	5.8	6.1	9	4	4	5	7	2	4	3	45.8	----	----	----	44.9	----	----	----
24.	99.	76.	46.	8.					118	83	51	5	38	45	50	8	54.4	44.2	36.3	----	52.0	44.0	36.0	----
24.	95.	90.			6.4	7.3	7.6		54	20	28	1	6	10	18		58.3	44.1	32.7	----	48.5	41.6	30.4	
35.	ALL		38.						8	3	3	7	8	2	5	6	47.4	----	----	29.3	43.1	----	----	29.1
28.	96.	85.	32.	9.	8.8	6.0	7.3	12.2	88	55	18	2	14	18	19	9	55.2	45.9	40.1	----	57.5	39.9	34.1	----
24.	98.	85.	18.		6.8	7.6	7.9	8.5	462	233	137	5	58	76	89	5	65.5	49.1	40.3	----	59.9	47.8	40.1	----
26.	88.	81.	8.		7.5	8.3	8.8	7.8	55	87	69	18	2	19	37	13	----	39.9	34.0	31.1	----	38.4	32.3	29.7
24.	90.	61.	11.		6.0	6.0	6.0	----	69	29	30	2	3	9	6		----	41.5	36.7	----	----	38.2	30.7	
29.	98.	94.			8.5	8.8	8.6	----	107	32	39	1	16	20	21	1	63.7	43.8	35.9	----	58.3	40.6	35.8	----
34.	94.	61.	23.						58	43	17	3	21	21	13	4	54.8	45.2	36.3	----	52.9	42.8	36.6	----
20.	99.	27.			7.9	10.2	8.4	----	362	82	124	8	30	44	76	1	78.0	48.8	37.7	----	72.3	44.5	35.2	----
31.	89.	54.	55.		5.0	5.0	5.2	5.3	22	24	30	10	5	13	26	14	----	36.0	30.6	26.1	----	34.6	30.5	24.7
30.	99.	93.			5.7	6.1	7.6	7.1	271	225	142	23	28	82	123	32	59.1	42.7	36.7	26.3	50.5	40.7	31.9	23.7
19.	88.	22.	20.		9.1	6.8	5.9	----	11	4	12	2	5	5	8	5	----	----	28.7	----	----	----	27.5	----
20.	99.	81.	5.		7.2	6.0	8.0	5.0	142	74	77	17	29	19	59	8	63.4	46.0	39.1	29.4	63.2	44.5	37.1	27.4
18.	96.	81.	8.		9.7	10.4	9.6	----	97	102	67	4	14	33	63	5	55.2	40.3	33.8	----	49.0	36.2	32.1	----
34.	ALL	79.	34.	2.	12.1	9.3	10.6	15.4	48	43	23	8	21	37	35	41	57.3	44.3	33.9	28.9	53.9	38.9	34.7	27.5
22.	94.	65.	9.		6.8	9.1	10.1	17.5	265	112	67	5	37	40	55	10	64.5	45.8	38.7	----	53.8	44.2	34.9	----
25.	86.	84.	17.	4.	6.1	7.3	9.0	6.7	151	132	91	10	13	40	70	14	72.2	48.2	36.0	32.7	73.4	45.6	34.7	27.3
15.	96.	86.	25.	6.	10.0	8.4	6.5	6.4	200	186	121	64	38	114	104	82	56.1	41.0	34.5	31.2	53.9	40.3	32.1	29.4
22.		ALL	6.		----	8.1	8.2		2	3	6		1	7	12		----	----	26.6		----	----	27.2	
16.	ALL								11	2	2	1	3	2		1	----	----	----	----	----	----		----
19.					7.6	7.8	7.0	11.8	15	29	27	5	17	27	30	4	41.7	36.0	32.9	----	41.8	34.6	29.4	----
30.	97.	93.	92.	53.					30	17	49	42	9	13	39	31	38.5	35.6	32.0	27.5	33.9	34.9	29.2	26.4
26.	97.	90.	11.		7.4	7.4	8.2		29	15	16		5	6	12		----	35.4	30.5		----	32.6	27.8	
20.	86.	51.	13.		8.4	8.4	8.4		40	101	97		4	13	9		----	34.9	29.2		----	33.4	25.9	
26.	92.	78.	14.		5.3	6.0	5.4	3.4	128	96	73	8	9	29	49	5	51.1	40.2	37.8	----	47.5	36.0	32.5	----
26.	91.	75.	4.		4.7	5.1	5.2	5.0	130	160	127	26	11	62	74	36	51.2	40.8	36.8	27.3	48.7	38.3	33.1	25.5
25.	22.	13.							24	18	21	8	3	6	19	1	----	31.0	27.3	----	----	29.3	24.8	----
25.	93.	87.	2.		5.1	6.6	6.6	4.3	433	222	121	9	47	97	75	10	52.9	38.9	33.8	20.6	47.0	35.5	31.5	26.6
30.	90.	87.	48.	40.					5	12	18	5	5	11	15	5	----	36.1	31.2	----	----	37.5	30.2	----
29.	98.	85.	43.	43.					58	36	3	7	36	5	11		42.5	----	----	----	40.0	----	----	
29.	ALL	ALL	81.	48.					8	12	26	13	3	3	26	18	----	----	37.5	31.5	----	----	39.3	31.6

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
FLORIDA (CONTD)																				
Jacksonville University		IIB	4	4	4		33.5	27.7	24.9		28.9	4	4	4		42.0	33.8	29.6		35.4
Manatee Community College	90	III	4	4	5	4	35.1	29.1	24.4	21.4	26.5	4	4	4	4	45.3	37.8	32.0	28.2	34.6
Miami-Dade Community College	16	III	2	2	2	2	43.9	36.9	30.5	26.4	37.7	2	2	2	2	56.4	47.8	39.8	34.7	48.8
Palm Beach Community College		III	2	1	1	1*	42.7	40.1	35.4	33.6	35.0	2	1	1*	1*	54.9	51.7	45.9	43.7	45.4
Pensacola Junior College		III	5	5	5	5	30.7	27.0	21.7	19.9	24.9	4	4	5	4	40.0	35.4	28.9	26.6	32.8
Rollins College	122	IIB	1	1	2	3	48.2	37.2	29.1	22.7	39.3	1	1	2	3	59.8	46.6	35.3	28.5	48.8
St.John Vianney College Sem.		IIB					-----	-----	-----		-----					-----	-----	-----		-----
Stetson, John B. University	134	IIA	2	3	3	5	52.2	38.3	30.6	21.4	40.9	2	3	3	5	65.3	48.0	38.3	25.9	51.1
University of Florida		I	2	1	1*	1	61.4	47.7	43.5	33.1	49.1	2	1	1*	1	76.3	60.0	55.2	42.6	61.7
University of Miami	153	I	3	3	2	3	56.9	41.5	36.8	27.0	46.2	3	3	2	3	72.1	53.1	45.3	33.0	58.4
University of North Florida		IIB	1	2	1	2	46.4	36.6	32.6	25.8	37.9	1	1	1*	1	59.7	47.4	42.3	33.7	48.9
University of Tampa		IIB	2	3	3	4	40.9	32.5	27.5	20.1	32.2	2	3	3	5	52.7	39.4	34.0	23.5	39.9
University of West Florida		IIA	3	4	3	2	45.5	35.5	31.6	27.0	37.0	3	3	3	2	56.2	44.3	39.6	34.0	46.0
GEORGIA																				
Abraham Baldwin Agri. Coll.		III	4	3	3	3	36.8	33.8	29.5	24.2	31.5	3	3	2	3	47.7	44.0	38.6	32.2	41.2
Agnes Scott College		IIB	1	1	1		46.5	37.4	30.5	-----	37.3	2	2	1		55.9	45.7	37.8	-----	45.5
Andrew College		III			5		-----		22.2	-----	23.2			5		-----		25.0	-----	26.6
Armstrong State College	2	IIB	2	2	2	3	41.7	35.3	28.1	22.6	32.5	2	2	2	2	52.8	44.6	35.6	29.1	41.2
Atlanta Christian College		IIB	5				27.3	-----			26.3	5				33.8	-----			32.9
Atlanta Metropolitan College	1	III		3	3		-----	32.2	29.6	-----	31.4		3	3		-----	41.1	37.7	-----	40.2
Augusta College		IIA	3	4	4	3	44.9	34.5	30.1	25.0	34.8	3	4	3	3	55.9	43.5	37.7	31.4	43.5
Berry College	3	IIB	2	2	3		43.0	33.6	27.8	-----	32.3	2	2	2		53.7	42.6	34.5	-----	40.3
Brenau College		IIB	3	3	4		35.6	30.7	23.9	-----	27.3	4	4	5		41.5	36.0	28.1	-----	32.0
Brunswick College	2	III	3	3	3	3	37.7	34.2	27.9	25.3	29.6	3	3	3	2	48.0	44.1	36.3	32.9	38.3
Columbia Theological Sem.		IIA	5				37.4	-----	-----		35.8	3				55.1	-----	-----		53.2
Covenant College		IIB	3	3	4		35.6	32.1	25.1		32.1	3	2	3		45.5	41.9	31.7		41.1
DeKalb College	2	III	3	2	3	3	40.1	36.0	29.3	24.6	31.5	3	2	3	3	50.3	45.3	37.2	31.5	39.9
East Georgia College	1	III		4	3		-----	32.1	29.2	-----	29.5		3	2		-----	42.2	38.5	-----	38.8
Emory University		I	2	2	4	2	63.3	44.1	34.3	28.5	47.7	2	2	4	2	75.9	54.9	42.7	36.2	58.2
Floyd College	2	III	2	4	4	4	41.2	29.3	27.7	23.3	31.1	2	4	3	3	52.7	37.9	35.9	30.1	40.1
Gainesville College	2	III	2	4	3	3	40.7	31.7	28.3	24.1	30.4	3	3	3	3	51.0	40.0	35.9	30.7	38.5
Georgia College	2	IIA	4	4	3	5	40.5	33.5	31.1	21.8	34.1	4	4	3	4	51.3	42.5	39.6	27.9	43.4
Georgia Institute of Tech.	1	I	2	2	1	5	61.3	45.3	41.4	22.5	49.5	2	2	1	4	75.8	57.1	52.2	28.9	61.9
Georgia Southern College	2	IIB	2	1	2	3	43.9	36.8	28.7	23.0	32.3	2	1	2	2	54.9	47.4	36.6	29.6	41.1
Georgia Southwestern College	1	IIB	2	2	1		40.9	34.7	30.5	-----	35.4	2	2	1		52.4	44.8	39.3	-----	45.4
Georgia State University		I	3	3	4	4	57.0	41.4	34.3	24.1	44.6	3	3	4	4	69.9	51.7	43.1	30.9	55.3
Interdenominat'l Theol. Ctr.		IIA	5	5			35.9	29.9	-----		31.3	5	5			41.9	35.5	-----		37.0
Kennesaw State College	2	IIB	1	1	1	2	47.3	37.8	30.8	24.0	35.8	1	1	1	2	59.2	47.6	39.1	30.6	45.1
Macon College	2	III	3	3	3	3	38.7	33.2	28.0	24.3	30.3	3	3	3	3	48.5	41.8	35.5	31.0	38.3
Mercer University-Entire	92	IIA	3	3	3	3	46.8	35.7	30.5	25.4	36.9	3	3	4	3	56.8	43.9	36.9	31.0	44.9
Oglethorpe University		IIB	3	2	2		39.8	33.3	28.3		35.8	3	3	3		48.0	39.9	34.2		43.1
Paine College		IIB		5	5	5	-----	24.1	20.2	16.9	20.9		5	5	5	-----	26.5	22.9	19.0	23.5
Shorter College		IIB	4	5	3	4	32.9	26.8	25.7	21.7	26.5	4	5	4	4	39.2	31.7	30.2	25.0	31.2
Southern Coll. of Technology	1	IIB	2	2	1	2	40.3	34.4	31.4	23.9	34.7	2	2	1	2	51.4	43.7	40.2	29.7	44.2
Spelman College		IIB	2	2	3	3	44.5	34.3	27.4	23.5	30.9	2	2	3	3	52.4	41.4	32.8	28.6	37.1
Thomas College		III					-----	-----	-----		23.5					-----	-----	-----		26.9
University of Georgia		I	4	4	4	5	55.8	39.0	33.6	22.7	42.5	3	4	4	5	69.7	49.8	42.9	28.8	53.6
Valdosta State College	4	IIA	3	3	4	3	43.9	36.3	30.1	25.1	35.6	3	3	3	3	55.6	46.4	38.8	32.8	45.5
Wesleyan College		IIB	3	3	3		35.3	30.4	26.9	-----	29.2	3	3	3		42.8	37.2	32.3	-----	35.3
West Georgia College		IIA	4	4	3	4	43.0	34.5	31.0	22.7	35.4	3	4	3	4	54.5	43.8	39.6	29.0	45.0
HAWAII																				
Chaminade Univ. of Honolulu		IIB	5	5	5		29.0	26.1	21.5	-----	24.3	5	5	5		35.1	32.1	26.3	-----	29.8
Univ. of Hawaii at Manoa	28	I	3	3	3	3	56.2	42.5	36.2	28.1	45.5	4	4	4	4	61.7	47.6	40.8	32.0	50.6
Univ. of Hawaii at Hilo	28	IIB	1	1	1		46.5	38.0	32.1	-----	36.9	2	2	2		51.9	42.7	36.3	-----	41.5
Univ. of Hawaii-West Oahu	28	IIB	2				40.4	-----	-----		36.3	3				45.4	-----	-----		40.9
IDAHO																				
Boise State University	1	IIA	5	4	3	3	38.3	33.4	30.6	25.7	33.3	5	4	3	3	47.0	41.2	37.9	32.0	41.1
College of Idaho		IIB	3	4	4		35.0	29.1	23.9	-----	29.0	4	4	4		41.1	34.4	28.5	-----	34.3
College of Southern Idaho		III	5	5	5	5	30.0	26.9	23.7	19.7	26.3	5	5	5	5	37.0	33.3	29.6	24.8	32.6
Idaho State University	73	IIA	5	4	4	3	39.4	33.4	28.8	26.0	32.0	5	4	4	3	48.2	41.2	35.7	32.3	39.4
Lewis-Clark State College	81	IIB	4	4	4		33.1	29.2	25.0		28.9	4	4	4		40.1	35.5	30.6		35.1
Northwest Nazarene College		IIB									26.7									34.6
University of Idaho		I	5	5	5	4	44.6	35.5	32.5	24.1	38.4	5	5	5	4	53.9	43.3	39.8	29.8	46.7
ILLINOIS																				
Augustana College		IIB	1	1	2	1	47.4	38.0	29.4	26.4	36.1	1	1	2	1	58.3	47.2	36.6	33.0	44.7
Aurora University		IIB	2	3	2		40.9	32.6	29.6		33.4	3	3	3		47.1	38.0	33.4		38.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	94.	70.	9.		9.3	9.2	11.6		28	21	26		8	6	7		33.3	27.2	25.1		34.2	29.3	24.0	
30.	ALL	ALL	42.	9.					19	14	16	12	13	10	15	20	35.0	29.0	24.3	21.4	35.2	29.2	24.5	21.5
29.	99.	97.	55.	12.					213	148	52	26	86	130	52	50	44.4	37.8	31.0	26.8	42.7	35.9	29.9	26.1
30.	ALL	ALL	67.	69.					6	13	18	62	4	5	15	63	----	----	36.7	33.6	----	----	33.9	33.6
32.	ALL	98.	80.	19.					39	27	37	25	23	30	22	28	31.0	28.0	21.1	19.5	30.2	26.0	22.7	20.2
24.	92.	79.	10.		5.2	6.6	7.6	9.5	49	42	16		10	11	13	7	49.6	37.9	29.9		41.1	34.8	28.1	----
---					----	----	----		1	1	2				1		----	----	----				----	
25.	94.	78.	9.		6.6	9.2	8.6	7.4	60	29	30	2	9	11	14	8	53.0	39.7	31.5	----	46.9	34.4	28.6	----
26.	95.	81.	7.		7.2	11.1	18.7	10.9	955	627	533	47	79	149	183	69	62.0	48.2	44.9	40.9	52.9	45.6	39.6	27.8
26.	96.	80.	3.		8.2	8.6	9.7	4.2	276	153	101	7	29	36	34	6	57.5	41.9	37.9	27.7	51.0	39.9	33.4	26.2
29.	93.	72.	13.		4.8	5.1	5.1	----	52	56	35	3	7	25	21	6	46.8	36.9	33.4	----	43.9	35.9	31.2	----
24.	ALL	90.	4.		11.1	5.0	7.0	----	26	30	21	9	5	10	6	4	----	32.6	27.8	----	----	32.2	26.6	----
24.	87.	87.	28.						66	67	34	12	4	18	19	7	----	36.6	32.7	26.5	----	31.2	29.6	27.8
31.	ALL	ALL	67.						11	14	14	2	2	11	19	6	----	33.9	30.7	----	----	33.8	28.5	----
22.	95.	89.	13.		7.8	8.4	7.3		10	8	9		9	11	14	2	47.8	38.1	30.2		45.1	36.8	30.6	----
15.					----		11.0		1		3		4		5	1	----		----		----		----	----
27.	97.	83.	39.		3.5	3.8	4.5	----	33	16	25	2	3	13	46	8	----	33.8	28.1	----	----	37.1	28.0	----
25.					3.0	----			6					1			----					----		
28.		ALL	58.		----	4.1	4.0	----	1	19	5	1		13	7	1	----	32.6	----	----		31.7	----	----
25.	95.	80.	31.		4.0	4.8	6.6	5.3	32	33	23	6	10	18	28	12	46.3	34.9	30.7	26.1	40.3	33.8	29.6	24.5
25.	83.	58.	17.		5.8	5.5	6.4	----	26	18	26	1	3	1	15	4	----	----	28.0	----	----	----	27.5	----
17.					5.0	5.0	5.0		7	7	14		3	10	16	3	----	32.7	25.2		----	29.3	22.7	----
29.	86.	70.	36.		4.0	4.2	3.6	4.0	3	7	7	7	4	3	7	11	----	----	28.6	25.4	----	----	27.3	25.1
49.	ALL								13	2	1		2		1		----	----	----		----		----	
28.	50.	22.			5.3	6.0	6.0		18	9	9						----	----	----					
27.	52.	43.	3.						17	40	25	17	12	35	39	48	40.5	36.8	31.1	25.6	39.5	35.1	28.2	24.3
31.		ALL	57.		----	4.2	4.1	----		6	6	3	1		1	1		----	----	----	----		----	----
22.	98.	83.							147	100	71	7	23	38	52	5	65.2	44.8	35.9	----	51.1	42.4	32.2	----
29.	ALL	92.	27.		5.4	4.7	4.6	----	9	6	8	3	4	7	7	4	----	30.1	28.5	----	----	28.5	26.7	----
27.	90.	85.	22.		6.0	6.1	6.9	8.2	5	10	11	5	5	10	12	7	----	32.0	30.0	----	----	31.3	26.7	----
27.	84.	63.	14.		4.0	4.5	4.1	6.9	37	25	34	3	12	18	24	6	41.3	33.6	32.3	----	38.1	33.4	29.5	----
25.	89.	80.	6.		6.0	6.4	6.5	4.0	232	165	134	12	2	19	23	14	----	45.8	41.9	25.2	----	41.5	38.0	20.2
27.	90.	79.	29.		6.3	6.9	8.2	7.9	80	80	110	26	7	22	93	56	44.4	36.8	29.4	22.7	38.4	36.8	27.9	23.1
29.	98.	92.	39.						37	18	19	3	6	8	19	1	41.0	35.1	32.2	----	40.3	33.7	28.9	----
24.	94.	86.	13.		4.9	5.0	5.4	6.5	234	181	100	6	32	73	91	18	57.6	42.0	35.5	22.2	52.7	40.0	32.9	24.8
18.	75.	50.							7	7	3		1	1	1		----	----	----		----	----	----	
26.	82.	64.	13.		5.7	9.0	7.4	7.6	31	53	38	14	18	37	45	15	48.9	38.6	31.8	23.5	44.6	36.7	30.0	24.5
26.	95.	94.	33.		5.0	6.5	6.6	6.5	15	10	16	6	6	8	26	16	39.6	34.2	27.2	24.7	36.3	32.0	28.6	24.2
22.	96.	69.	16.						67	55	37	8	9	20	31	12	47.2	36.4	31.9	26.5	44.0	33.7	28.9	24.6
20.	ALL	63.	13.		7.8	12.3	8.3		16	6	5		4	2	3		----	----	----		----	----	----	
12.		31.	20.		----	0.2	0.4	0.2	4	11	7	5	1	2	8	8	----	----	20.8	----	----	----	19.6	----
18.	ALL	83.	5.		5.1	5.9	6.0	7.8	7	8	14	7	4	4	6	5	----	----	26.0	----	----	----	24.8	----
27.	97.	82.	17.		4.8	5.2	5.2	----	34	41	29	3	2	9	7	3	----	34.9	31.8	----	----	32.1	29.4	----
20.	71.	73.							6	9	15	4	11	24	17	10	49.4	34.1	26.8	----	41.9	34.4	28.0	----
15.					----	----	----		3	3	2			1	1		----	----	----			----	----	
26.	97.	91.	7.		4.7	5.4	6.1	6.2	560	441	336	42	38	95	160	47	56.0	39.4	34.4	22.9	52.2	37.0	32.0	22.6
28.	85.	55.	25.						55	55	59	3	16	18	33	11	45.1	36.9	31.2	----	39.7	34.4	28.1	----
21.	86.	67.			9.3	13.3	8.6	----	5	6	10		2	3	9	1	----	----	26.8		----	----	27.0	----
27.	94.	94.	25.		4.0	4.1	4.1	4.9	65	49	39	8	13	14	24	13	43.4	35.0	31.4	22.6	40.9	32.9	30.4	22.8
22.	92.	65.	4.		7.6	6.2	4.7	----	9	12	15	1	4	5	13	1	----	----	21.6	----	----	----	21.3	----
11.	94.	79.	13.	11.	7.4	8.6	9.7	10.8	372	216	139	16	41	79	104	55	56.5	43.0	37.3	28.1	52.6	41.2	34.9	28.0
13.	94.	91.	13.		8.3	8.6	9.9	----	34	33	33	3		10	14	2	----	38.7	32.4	----		35.5	31.4	----
13.	ALL				9.1	----	----		4	4	2		2		1		----	----	----		----		----	
23.	94.	74.	19.		5.5	6.0	7.8	----	126	76	42	5	15	32	39	4	38.3	34.5	32.0	----	37.6	31.0	29.1	----
18.	ALL	42.			4.0	4.3	5.6	----	14	10	12	1		2	4		----	----	----	----		----	----	
24.					11.0	5.9	5.9	11.1	15	10	17	3	11	4	6	4	30.2	----	24.0	----	29.7	----	23.0	----
23.	91.	71.	5.	54.	5.1	5.9	6.5	5.8	89	60	61	65	8	26	32	27	39.7	34.1	29.1	27.2	36.3	31.9	28.3	22.9
22.	ALL	75.							21	23	14		4	13	17		----	29.3	25.5		----	29.0	24.7	
30.																								
22.	98.	82.	14.	17.	5.7	6.0	6.8	7.6	199	122	106	2	13	31	28	4	44.8	35.8	32.8	----	41.6	34.3	31.5	----
24.	97.	89.	13.		5.7	6.0	6.8	5.6	31	25	25	9	5	10	20	9	----	38.1	29.2	25.1	----	37.5	29.6	27.8
15.	10.				5.0	5.0	5.0		16	16	16		4	11	18		----	34.8	31.2		----	29.5	28.2	

APPENDIX I

ILLINOIS (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	(2) AO	(2) AI	(2) IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	(3) AO	(3) AI	(3) IN	(3) AR	(4) RATING OF AVERAGE COMP. PR	(4) AO	(4) AI	(4) IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	(5) AO	(5) AI	(5) IN	(5) AR
Black Hawk College	37	III	3	3	4	3	39.8	33.6	27.8	24.3	31.8	4	4	4	4	45.5	38.7	32.3	28.5	36.7
Blackburn University		IIB									27.7									33.1
Bradley University		IIA	3	3	3	5	47.0	39.0	32.2	21.5	37.8	3	3	3	5	56.2	47.0	38.9	26.8	45.5
Concordia College		IIB	4	4	5		31.9	28.3	23.2		28.3	4	4	4		37.8	34.6	29.6		34.5
DePaul University		IIA	1	1	1	1	56.8	43.7	35.8	29.6	43.2	1	1	2	2	70.1	54.6	43.6	36.2	53.3
Eastern Illinois University		IIA	4	4	3	4	41.6	34.9	30.9	22.5	34.9	5	5	4	5	46.4	39.1	34.7	25.6	39.1
Elmhurst College		IIB	2	2	2	1	42.7	35.2	28.3	25.9	33.5	2	2	2	2	55.1	44.0	34.8	30.6	41.9
Eureka College		IIB	4	4	4		32.6	28.2	24.7		27.6	4	4	4		38.8	33.9	29.9		33.2
Garrett-Evangelical Theo.Sem		IIA	4				43.1	-----	-----	-----	39.8	4				50.6	-----	-----	-----	46.7
Governors State University		IIA									38.7									43.0
Greenville College		IIB	5	5	4		29.8	26.6	23.6	-----	27.4	4	4	5		37.5	32.7	27.4	-----	33.7
Illinois Benedictine College		IIA	4	5	4		40.0	32.0	30.1		34.6	5	5	3		47.2	38.1	38.3		41.7
Illinois Central College		III	3	3	4	3	38.7	34.5	27.7	24.5	34.5	4	3	4	3	45.3	41.1	34.1	30.9	41.1
Illinois College		IIB	3	2	3		39.4	33.8	26.5	-----	33.6	3	3	4		48.0	40.4	31.1	-----	40.3
Illinois Institute of Tech.		I	3	3	2	3	59.2	42.7	37.2	26.7	43.9	3	3	3	3	70.3	51.8	45.1	33.0	52.8
Illinois State University		I	5	4	5		50.1	39.0	32.2		41.1	5	5	5		55.9	44.0	36.7		46.2
Illinois Wesleyan University		IIB	2	2	2	2	43.4	33.4	28.8	24.7	33.2	1	2	2	2	57.0	43.0	35.9	30.0	42.4
John A. Logan College		III	2	2	3	1	40.9	34.6	28.4	28.3	32.9	3	3	4	2	47.4	40.4	33.7	33.7	38.7
Judson College		IIB	3	3	3		35.7	31.3	26.9	-----	30.1	3	3	3		44.5	38.8	33.0	-----	37.2
Knox College		IIB	2	2	2	2	43.8	35.3	30.0	24.3	36.6	2	2	2	2	56.0	43.0	35.3	28.7	45.4
Lake Forest College		IIB	1*	1*	1		54.2	41.4	32.6	-----	41.5	1*	1*	1		70.6	53.8	41.1	-----	53.4
Lewis University		IIA	5	5	5	3	38.1	31.8	28.0	24.2	30.5	5	5	5	4	45.8	38.7	33.1	28.9	36.5
Loyola Univ. of Chicago		I	3	3	3	1	56.8	43.5	35.8	31.2	44.4	3	3	3	2	67.8	52.9	43.8	38.0	53.8
Lutheran School of Theology		IIA	4				39.6	-----	-----		37.9	4				49.5	-----	-----		47.3
McKendree College		IIB	3	3	2		36.7	31.1	28.6	-----	31.5	3	3	2		44.3	37.8	35.1	-----	38.4
MacMurray College		IIB	5	5	5	5	26.6	22.6	21.3	19.4	23.2	5	5	5	5	31.1	26.2	24.9	22.6	27.1
MacCormac College		III		5	5		-----	24.5	21.6	-----	23.0		5	5		-----	28.9	25.6	-----	27.2
Meadville/Lombard Theol.Sch.		IIA					-----				-----					-----				-----
Mennonite College of Nursing		IIB				3			-----	23.4	24.6				3			-----	28.0	29.9
Millikin University		IIB	2	2	2	2	44.9	36.2	28.1	23.9	34.5	1	2	2	2	56.6	45.7	34.6	29.2	43.2
Monmouth College		IIB	3	3	3	2	39.2	33.0	25.7	23.7	32.3	3	2	3	3	46.9	42.5	33.6	27.5	39.9
Moraine Valley Comm. College		III	2	2	2	1	44.1	36.4	32.1	30.1	37.9	3	3	2	1	51.1	42.7	38.2	36.2	44.4
NAES College		IIB									-----									-----
National College of Educ.	102	IIA	3	4	4	4	44.0	35.1	28.8	23.0	29.9	4	4	5	5	53.2	41.5	33.7	26.7	35.2
North Central College		IIB	2	2	1	1	42.3	35.4	30.7	26.8	34.6	2	2	2	2	50.6	42.6	36.1	30.7	41.1
North Park College		IIB	3	4	4		35.0	29.0	25.1	-----	29.5	3	4	4		43.3	35.8	30.4	-----	36.2
Northeastern Illinois Univ.		IIA	4	4	3		41.2	34.4	30.7	-----	35.3	5	5	5		45.7	38.4	34.4	-----	39.3
Northern Illinois University		I	4	4	5	5	51.9	40.6	32.7	19.8	38.6	5	5	5	5	57.4	45.3	36.7	22.8	43.1
Northwestern University		I	1	1	1*		69.2	47.3	41.7		56.6	1	1	1		83.4	58.1	49.4		68.2
Olivet Nazarene University		IIA	5	5	5		29.8	26.3	23.1	-----	25.9	5	5	5		38.5	34.6	30.0	-----	33.7
Parks Coll.of St.Louis Univ.		IIB	2	2	2		40.1	33.3	29.4	-----	32.9	3	3	3		47.1	39.0	32.8	-----	37.9
Principia College		IIB	2	2	2		41.4	34.8	29.9	-----	35.7	2	2	2		51.5	45.6	35.2	-----	44.3
Quincy College		IIB	4	3	4		31.4	30.8	23.8	-----	28.8	5	4	5		36.0	35.3	27.2	-----	33.0
Ray College of Design		IIB									26.7									31.3
Richland Community College		III	4	3	3		34.7	33.1	28.0	-----	31.6	4	4	4		41.5	38.8	32.6	-----	37.4
Rockford College		IIB	4	4	4		31.5	27.5	23.6	-----	27.9	5	5	5		36.6	32.0	28.0	-----	32.6
Roosevelt University		IIA	4	4	3	3	39.6	34.2	31.7	24.4	34.9	4	3	3	3	50.5	44.5	39.4	30.3	44.5
Rosary College		IIB		3	1		-----	32.7	30.6	-----	31.7		3	2		-----	38.8	36.8	-----	37.8
Saint Xavier College		IIB	3	3	4	4	38.6	32.1	24.7	21.5	29.5	3	3	4	3	46.5	39.8	31.1	27.4	36.6
Sangamon State University		IIA	3	3	3		45.2	38.8	32.0	-----	38.1	4	4	4		50.3	43.3	35.9	-----	42.5
Sauk Valley Community Coll.		III	4	3	4		36.3	32.4	27.2	-----	30.9	4	4	4		42.9	38.3	33.0	-----	36.9
Southern Ill.Univ-Carbondale		I	4	4	5	4	50.8	39.4	32.2	25.4	37.5	5	5	5	5	56.2	44.0	36.2	28.8	41.9
Southern Ill.Univ-Edwardsvle		IIA	3	2	2	2	48.0	41.1	33.8	28.2	41.2	4	3	3	3	53.3	45.9	37.9	31.9	45.9
Trinity Christian College		IIB	3	3	2		35.8	32.9	28.7	-----	30.6	3	3	2		43.8	40.5	35.4	-----	37.7
Trinity College		IIB	4	4	4		33.4	29.2	24.9	-----	27.6	4	4	4		39.3	34.2	28.7	-----	32.1
Trinity Evangelical Div.Sch.		IIA	4	4	4		41.3	35.0	30.0	-----	35.5	4	5	4		48.3	40.4	35.8	-----	41.5
University of Chicago	148	I	1*	1	1	2	72.5	47.4	41.4	30.3	59.9	1*	1	1*	1	94.3	61.7	53.9	39.5	77.9
Univ. of Illinois-Urbana		I	2	2	1		61.8	44.6	39.2	-----	51.7	3	4	3		68.1	49.6	43.7	-----	57.3
Univ. of Illinois-Chicago		I	3	3	2	3	58.9	42.1	37.4	27.2	45.6	4	4	4	4	65.0	46.9	41.7	30.8	50.7
Western Illinois University		IIA	4	3	3	5	42.7	37.3	32.3	20.5	35.8	5	4	4	5	47.6	41.8	36.3	23.6	40.1
Wheaton College		IIA	4	3	4		42.9	36.2	29.7	-----	37.5	4	3	4		53.3	45.0	35.5	-----	46.3

INDIANA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	(2) AO	(2) AI	(2) IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	(3) AO	(3) AI	(3) IN	(3) AR	(4) RATING OF AVERAGE COMP. PR	(4) AO	(4) AI	(4) IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	(5) AO	(5) AI	(5) IN	(5) AR
Ball State University		I	5	5	5	5	44.2	36.3	29.0	18.9	33.6	5	5	5	5	56.0	46.4	37.2	23.4	42.7
Butler University	4	IIA	3	3	3	1	44.6	37.2	31.4	29.2	37.4	3	3	3	2	55.7	45.4	37.7	35.3	45.7
DePauw University		IIB	1	2	2		46.6	36.5	29.5		37.7	1	1	2		59.8	46.5	36.2		47.8
Earlham College		IIB	2	3	2		43.4	31.4	28.2		36.5	2	3	3		54.8	40.8	33.1		45.4
Franklin College of Indiana		IIB	4	4	3		32.5	29.3	26.5		29.3	4	4	3		40.4	35.8	31.6		35.7
Goshen College	14	IIB	4	4	4		31.6	28.3	25.2		28.9	5	4	4		37.3	33.8	30.4		34.4
Grace Schools, Inc.	66	IIB	4	5			31.7	25.4	-----	-----	28.1	4	5			38.5	31.8	-----	-----	34.7
Hanover College		IIB	2	2	3	3	43.9	33.2	26.7	23.1	33.6	2	3	4	4	53.8	40.6	30.6	25.9	40.2
Huntington College		IIB	3	3	3	3	38.2	32.5	26.4	22.4	29.4	3	3	3	3	47.2	39.9	32.8	27.8	36.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	ALL	78.	78.	4.7	6.1	3.7	5.0	19	31	23	7	10	24	18	16	41.1	35.0	28.7	25.5	37.4	31.9	26.6	23.7
19.																								
20.	96.	83.	20.		8.2	7.9	13.0	22.8	67	79	57	7	3	10	28	9	----	39.6	32.8	24.9	----	35.0	30.9	18.9
22.	ALL	70.	5.		3.0	3.2	5.3		23	24	13		5	9	7		----	28.9	24.3		----	26.7	21.1	
23.	95.	81.	10.	2.	10.0	7.9	8.0	12.8	94	118	83	19	17	45	52	23	57.7	44.9	36.8	32.3	52.2	40.6	34.1	27.4
12.	97.	67.	19.		15.1	13.7	13.0	12.8	163	111	88	22	30	43	61	35	42.3	35.4	32.0	23.6	38.2	33.7	29.3	21.8
25.	ALL	90.	38.		5.5	5.5	5.6	----	23	15	18	2	3	6	22	7	----	35.1	28.9	----	----	35.2	27.9	----
20.	67.	60.							7	8	12		2	2	5		----	----	----		----	----	----	
17.	93.				5.4	----	----	----	12	3		1	2	2	3		----	----		----	----	----	----	
11.																								
23.	93.	75.	20.		9.3	9.5	11.7	----	23	11	6	2	5	1	4	1	----	----	----	----	----	----	----	----
21.	70.	64.			6.0	11.8	11.3		26	18	13		7	10	10		39.0	31.0	31.8		43.4	33.7	27.7	
19.	ALL	ALL	65.	38.	5.0	5.1	6.0	5.3	68	34	7	13	20	14	16	8	39.4	34.7	32.2	25.6	36.3	34.0	25.7	22.7
20.	ALL	65.			7.8	7.2	8.5	----	15	15	8	2	1	2	3		----	----	----	----	----	----	----	
20.	95.	84.	2.						76	87	44	30	2	12	16	10	----	42.9	38.8	27.2	----	41.5	32.8	25.3
13.	98.	80.	17.		15.3	12.9	10.8		241	157	145		43	43	96		50.2	39.5	32.7		49.3	37.3	31.4	
28.	78.	95.	26.		7.4	7.7	9.5	6.5	25	27	21	7	2	10	22	4	----	34.4	28.6	----	----	30.7	29.0	----
17.	ALL	92.	40.	34.	5.8	6.6	5.6	5.7	17	4	4	16	3	8	6	13	----	----	----	28.9	----	----	----	27.6
24.	ALL	60.			10.4	----	----		6	8	7	1	1	2	2	2	----	----	----	----	----	----	----	----
24.	ALL	ALL			8.3	9.7	9.6	----	34	11	10	5	1	4	10	3	----	----	30.6	----	----	----	29.3	----
29.	97.	89.			11.7	10.2	12.6	----	26	14	17	3	4	4	12	2	----	----	32.3	----	----	----	33.0	----
20.	90.	50.	5.						28	14	15	11	11	6	6	9	38.2	31.4	28.6	24.6	38.0	32.7	26.6	23.8
21.	98.	83.	27.		7.6	7.1	7.3	8.0	128	161	110	8	23	66	59	6	57.7	44.0	36.6	31.5	51.7	42.1	34.4	30.8
25.	88.								16	5	1		1		2		----	----	----		----		----	
22.	92.	75.	25.		7.2	7.5	8.5	----	11	8	6	1	1	4	6	3	----	----	28.9	----	----	----	28.3	----
17.	88.	43.	20.						14	6	4	4	2	1	6	4	----	----	----	----	----	----	----	----
18.									1	5	5		1	2	7	1	----	----	----		----	----	----	----
...					----				2								----							
21.															3	8							----	----
25.	96.	82.	25.		5.8	8.7	6.9	9.1	24	30	17	6	1	9	15	3	----	36.7	28.6	----	----	34.4	27.5	----
23.	95.	90.	20.		6.4	8.4	8.6	----	21	10	10	4	1		5	3	----	----	----	----	----		----	----
17.	94.	89.	79.	15.	6.8	8.2	8.9	9.8	48	37	21	12	20	26	18	1	44.3	36.7	33.4	----	43.4	36.0	30.6	----
...																								
18.	ALL	82.	13.						8	15	30		5	13	58	17	----	36.0	29.7		----	34.2	28.3	----
19.	95.	40.	21.		6.8	7.0	7.3	----	16	20	24	3	5	10	10	4	----	35.5	31.0	----	----	35.3	30.2	----
23.	94.	72.	57.		6.8	4.2	14.9	----	12	13	4	2	5	5	10	1	----	----	----	----	----	----	----	----
11.	ALL	81.	40.		9.5	9.7	9.0	----	114	40	51		46	28	43	1	41.9	35.4	32.0		39.6	33.0	29.0	----
12.	98.	88.	17.		11.0	11.2	10.8	8.2	290	202	162	38	42	67	95	91	52.4	41.8	33.5	20.7	48.1	36.9	31.2	19.5
21.	98.	76.	2.		6.7	7.5	8.9	----	394	161	175		29	51	54		69.8	48.3	42.2		61.6	44.1	40.4	
30.	96.	86.	17.		4.4	4.5	4.7	----	24	14	15	3	3	8	15	2	----	27.1	23.6	----	----	24.8	22.7	----
15.	64.	57.	14.		15.6	15.2	15.3	15.8	14	23	17	4			4	1	----	----	----	----			----	----
24.									14	8	7	1	6	3	4		42.2	----	----	----	39.5	----	----	
15.	94.	78.			6.0	8.4	7.1	----	13	20	10	1	3	3	6		----	----	24.5	----	----	----	22.7	
17.																								
18.	ALL	69.	30.		6.7	7.1	7.9	----	10	9	7	2	8	4	3	3	35.2	----	----	----	33.9	----	----	----
17.	86.	71.			0.0	0.0	0.0		26	10	9	2	9	4	14	2	32.0	----	26.6	----	29.9	----	21.7	----
28.	ALL	73.	40.		7.9	7.2	8.7	----	38	41	23	5	10	15	17	1	40.7	35.5	32.1	----	35.0	30.7	31.2	----
19.		96.	75.		8.0	12.1	11.1	----	3	10	15		2	15	21	5	----	35.1	32.5		----	31.2	29.3	----
24.	ALL	93.	8.						13	19	18		5	35	30	8	----	33.3	26.0		----	31.5	23.9	----
12.	ALL	82.	13.		9.1	9.4	9.5	----	39	47	27	2	4	19	19	2	----	39.5	33.8	----	----	37.1	29.5	----
19.	ALL	92.	60.		4.0	4.0	4.0	----	14	10	8	3	2	3	7	2	----	----	28.0	----	----	----	26.1	----
12.	97.	ALL	24.	14.	9.7	9.5	10.1	8.6	255	216	242	23	21	43	103	26	51.0	39.9	33.0	28.2	47.6	37.2	30.4	23.0
12.	99.	87.	23.	14.	12.4	13.6	11.8	14.9	172	88	68	11	24	30	39	24	48.4	42.1	35.7	33.0	44.7	38.1	30.4	25.9
23.	88.	64.							6	11	9	1	2		7	3	----	----	28.0	----	----		29.5	----
16.	67.	56.							6	8	7	1		1	4	2	----	----	----	----		----	----	----
17.	85.	45.			4.8	10.7	5.3		13	10	7	2		1			----	----	----	----		----		
30.	99.	80.							424	113	122	32	40	25	39	7	73.3	48.2	42.3	31.1	63.9	44.2	38.7	26.8
11.	ALL	98.	3.		9.2	10.4	10.3	----	875	450	296	3	69	87	110		62.5	45.1	40.5	----	52.8	42.3	35.7	
11.	99.	97.	13.	42.	8.5	9.0	9.5	7.1	327	302	159	13	58	80	140	13	59.8	42.4	39.2	27.2	53.6	40.9	35.3	27.3
12.	99.	82.	22.		9.8	10.5	9.6	8.6	195	131	75	31	38	33	50	50	43.4	37.6	34.0	21.5	39.4	36.1	29.7	19.9
23.	92.	66.			5.7	5.7	5.7		56	45	22	3	7	14	6	1	43.0	36.6	29.7	----	41.9	35.0	30.0	----
27.	96.	72.	24.	6.	3.8	4.9	5.7	4.7	261	119	151	53	47	34	126	108	44.3	36.8	29.9	18.8	43.7	34.5	27.9	19.0
22.	97.	77.	8.		17.6	14.1	16.6	----	54	43	32	2	5	19	27	5	----	38.2	31.8	----	----	34.8	31.1	----
27.	ALL	85.	15.		6.5	9.1	9.1		43	41	23		8	14	24		47.0	37.2	29.7		44.6	34.4	29.2	
24.	ALL	ALL			6.4	7.8	4.9		38	7	15		9	4	17		44.7	----	27.6		38.0	----	28.7	
22.	ALL	84.			14.8	10.7	8.1		11	13	11		4	6	7		----	30.5	25.4		----	26.8	28.3	
19.	97.	58.	6.						27	16	11		3	10	7		----	29.0	24.3		----	27.2	26.5	
23.					4.5	7.7	----	----	23	7	3	3	1	5	2		----	----	----	----	----	----	----	
20.	96.	85.			9.2	7.0	7.8	7.9	27	14	14	7		6	7	5	----	35.3	27.6	----		28.4	24.8	----
24.	ALL	91.	13.		----	7.4	7.7	----	5	8	10	4	1	3	5	2	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
I N D I A N A (CONTD)																				
Indiana State University	2	I	5	5	5	5	44.9	35.3	28.8	21.9	36.3	5	5	5	5	57.7	45.4	36.7	26.1	46.5
Indiana Univ.-Bloomington		I	3	4	4		58.0	41.1	33.8	-----	46.6	3	3	3		73.0	52.8	43.8	-----	59.3
Indiana Univ.-East		III			4		-----	-----	26.6		27.7			4		-----	-----	34.9		36.1
Indiana-Purdue U.-Fort Wayne		IIA	3	3	4	5	44.3	36.6	28.9	19.3	33.8	3	3	4	5	57.0	47.0	37.1	21.7	43.3
Indiana Univ.-Indianapolis		IIA	1	2	2		54.2	39.4	33.9	-----	39.7	1	2	2		68.7	50.8	43.9	-----	51.0
Indiana Univ. at Kokomo		IIB	2	2	1		41.7	36.4	30.5		33.1	2	1	1		54.1	47.0	39.8		42.9
Indiana Univ.-Northwest		IIA	2	3	4		48.9	38.2	30.3		36.3	2	2	3		62.4	49.3	39.5		46.8
Indiana Univ. at South Bend		IIA	3	3	3		43.6	36.9	31.3	-----	35.7	3	3	3		55.9	47.8	40.8	-----	46.1
Indiana Univ.-Southeast		IIA	3	4	5		44.9	35.6	27.9		35.4	3	3	4		57.5	46.0	36.5		45.7
Indiana Wesleyan University		IIB	5	5	5		30.9	26.0	21.6	-----	25.2	4	5	5		37.6	32.0	27.0	-----	31.1
Manchester College		IIB	3	4	3	3	36.3	28.6	27.2	23.0	30.7	3	4	3	3	44.6	35.6	33.4	27.3	37.8
Oakland City College	110	IIB		5	5		-----	22.3	21.0	-----	21.7		5	5		-----	27.6	25.0	-----	27.3
Purdue Univ.-Main Campus		I	2	3	3	5	62.4	43.6	36.2	21.3	47.9	2	2	3	5	78.0	55.4	45.1	24.4	60.0
Purdue University-Calumet		IIA	3	3	3	5	46.2	37.0	32.0	21.5	36.3	2	3	3	5	58.9	47.3	40.0	25.1	45.9
Purdue University-No.Central		III	2	2	3		41.0	35.0	28.4		32.6	2	2	3		53.2	45.2	36.1		41.9
Rose-Hulman Inst. of Tech.		IIB	1	1*	1*		48.7	42.6	37.9		45.2	1	1*	1*		62.7	54.6	47.6		50.0
Saint Joseph's College	124	IIB	3	3	2		35.1	30.9	29.4	-----	30.9	3	3	2		44.2	38.9	37.0	-----	38.9
Saint Mary's College		IIB	1	1	2	1	47.0	37.0	28.9	25.9	33.9	1	1	2	2	58.5	46.5	36.4	32.0	42.5
Saint Meinrad College		IIB			2		-----	-----	29.9		30.1			2		-----	-----	35.1		35.3
Saint Meinrad Sch.of Theol.		IIB					-----	-----	-----	-----	26.3					-----	-----	-----	-----	28.3
Summit Christian College		IIB		5	5		-----	21.5	19.3		21.1		5	5		-----	25.0	23.8		25.2
Taylor University		IIB	4	4	3		31.7	29.2	26.6	-----	29.3	3	3	2		43.6	39.5	35.9	-----	39.8
Tri-State University		IIB	4	3	4		33.5	31.2	24.3	-----	30.4	4	3	3		42.6	39.9	32.0	-----	38.9
University of Evansville		IIA	5	4	4	5	39.4	33.4	30.1	21.8	34.0	5	4	4	5	48.0	41.2	36.3	25.4	41.4
University of Indianapolis		IIA	4	4	4	3	39.7	33.5	29.5	26.2	32.1	4	4	4	3	49.5	42.1	35.7	31.3	39.6
University of Notre Dame		I	1	1	1		69.1	47.0	40.8	-----	54.4	1	2	1		83.7	57.4	48.2	-----	65.7
Univ. of Southern Indiana		IIA	4	3	3	3	41.2	36.6	31.1	25.2	32.7	4	3	3	3	52.7	47.2	38.8	30.1	41.0
Valparaiso University		IIA	3	4	3	4	44.1	35.5	30.8	22.9	35.7	3	4	4	4	53.5	43.2	37.2	28.3	43.3
Vincennes University		III	4	4	4	4	36.2	30.2	26.2	22.2	29.5	3	3	4	4	48.2	40.7	34.4	28.9	39.2
Wabash College		IIB	1	1	1		51.5	38.4	31.3	-----	41.2	1	1	1		65.7	48.1	39.3	-----	52.0
I O W A																				
Briar Cliff College		IIB	4	4	3	3	33.5	28.6	26.2	22.6	28.0	4	4	3	3	40.8	34.9	32.2	28.5	34.4
Buena Vista College		IIB	2	1	1	2	44.0	37.9	30.6	24.8	35.0	2	1	1	2	55.0	48.6	38.6	31.8	44.1
Central University of Iowa		IIB	2	2	2		43.4	36.2	29.5	-----	35.2	2	2	2		54.7	44.5	35.1	-----	43.1
Clarke College		IIB	4	4	5	3	31.2	28.5	22.5	22.3	24.8	5	4	5	3	36.6	34.0	27.1	26.5	29.5
Coe College		IIB	2	2	3		41.3	33.3	27.0		34.3	2	2	3		51.5	41.5	33.9		42.8
Cornell College		IIB	2	2	2		44.9	34.3	29.1	-----	36.3	2	2	2		55.2	42.1	35.4	-----	44.4
Dordt College		IIB	4	4	3	2	33.8	29.3	27.1	24.9	29.6	3	3	2	2	45.3	39.2	35.5	31.9	39.2
Drake University		IIA	2	3	3	3	48.2	37.3	31.5	26.3	39.8	3	3	3	3	57.3	45.0	38.3	32.3	47.7
Faith Baptist Bible College		IIB	5				23.2	-----	-----		22.7	5				26.2	-----	-----		26.1
Graceland College		IIB	5	5	4		30.4	26.5	23.9	-----	26.8	4	4	4		37.7	33.0	28.7	-----	33.0
Grand View College		IIB	4	4	4		33.5	27.4	24.6	-----	27.5	4	4	4		42.1	34.1	30.1	-----	34.1
Grinnell College		IIB	1	1	1	1*	52.9	39.7	32.2	29.2	41.5	1	1	1	1	66.4	49.0	40.0	36.4	51.6
Iowa Central Community Coll.		III	5		2	1	31.1	-----	32.1	28.5	29.5	5		2	2	37.3	-----	38.4	34.4	35.5
Iowa State University		I	3	2	3	4	60.5	44.9	36.6	23.1	47.1	3	2	2	4	74.0	56.3	46.4	30.2	58.5
Iowa Valley Comm.Coll.Distr.	78	III	4	4	5		33.1	27.7	23.2	-----	29.0	4	4	5		41.1	35.3	29.4	-----	36.5
Loras College		IIB	3	3	3		35.3	30.2	26.8	-----	30.3	4	4	4		41.5	35.5	30.8	-----	35.4
Luther College		IIB	2	2	2	1	43.2	35.5	29.7	26.4	35.6	2	2	2	1	55.4	44.0	37.3	32.5	45.0
Marycrest College		IIB		4	4		-----	29.0	24.5	-----	26.1		4	4		-----	33.4	28.6	-----	30.3
Morningside College		IIB	4	4	3		33.6	27.9	26.5	-----	29.0	4	4	3		42.3	35.5	32.7	-----	36.3
Mount Mercy College		IIB		4	2	3	-----	29.3	28.5	22.6	28.1		4	3	3	-----	34.1	33.0	26.6	32.8
Mount Saint Clare College		IIA									26.0									32.3
Northwestern College		IIB	4	4	4	5	33.4	28.8	24.7	19.7	26.7	4	4	3	4	41.3	35.9	31.8	24.7	33.7
Palmer College of Chiro.		IIA	5	5	5	5	39.4	32.5	26.7	21.3	29.7	4	4	5	5	48.5	41.0	34.1	27.0	37.4
St. Ambrose University		IIB	4	3	3		34.8	31.3	26.1	-----	30.1	4	3	3		42.4	38.9	32.5	-----	37.1
Simpson College		IIB	2	3	3	2	40.8	33.0	27.7	25.1	33.0	2	2	3	2	51.2	42.4	33.3	30.2	41.0
University of Dubuque		IIB	4	2	4		32.7	34.7	24.7	-----	30.6	4	3	4		37.9	39.8	28.7	-----	35.2
University of Iowa		I	2	2	2	1	61.2	46.0	38.5	33.2	51.4	2	2	1	1	74.9	57.8	48.4	41.9	63.6
University of Northern Iowa		IIA	2	2	2	3	49.7	41.1	34.0	26.2	38.6	2	2	2	3	61.6	51.4	42.4	32.1	48.1
Waldorf College		III	5	4	5		31.2	28.0	24.3	-----	26.9	5	4	5		38.5	34.5	30.3	-----	33.3
Wartburg College		IIB	3	3	3		36.8	32.1	26.0	-----	31.3	3	3	3		47.9	40.2	32.3	-----	39.8
Wartburg Theol. Seminary		IIB	4				33.6	-----	-----		30.7	4				42.5	-----	-----		38.8
Westmar College		IIB	5	5	5		27.6	23.6	22.0	-----	23.8	5	5	5		33.4	28.4	27.0	-----	28.9
William Penn College		IIB	5	5	1*	5	27.8	26.1	34.0	16.5	25.1	5	5	1	5	33.4	31.6	40.5	20.6	30.4
K A N S A S																				
Baker University		IIB	5	5	5		29.8	25.8	21.6		25.4	5	5	5		35.6	30.9	26.5		30.6
Benedictine College		IIB	5	5	5		29.2	25.1	21.4	-----	23.9	5	5	5		33.5	29.0	23.9	-----	27.0
Bethany College		IIB	4	4	4		32.6	28.0	24.0	-----	27.3	4	4	4		40.3	34.9	29.8	-----	33.7
Bethel College		IIB	5	5	5		27.5	25.0	22.2	-----	25.3	5	5	5		34.1	30.8	27.2	-----	31.2
Emporia State University		IIA	5	4	4	4	39.2	34.9	29.4	23.1	33.5	5	4	4	4	47.9	42.9	36.4	29.0	41.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	99.	73.	39.	4.	6.2	6.5	5.5	5.7	224	107	92	17	35	38	81	35	45.1	35.6	29.9	23.3	43.3	34.4	27.6	21.2
27.	95.	78.	2.		6.1	6.3	6.9	----	536	237	196	2	66	93	98	1	58.7	42.1	35.2	----	52.1	38.6	31.1	----
30.			8.		----	----	7.5		5	3	6			2	7		----	----	26.3			----	26.8	
28.	98.	92.	27.		5.4	5.7	6.1	7.6	39	92	65	3	6	23	49	5	44.8	37.6	30.4	----	41.6	32.5	27.0	----
28.	99.	87.	26.		6.9	4.9	5.8	----	127	149	106		22	65	74	1	55.1	41.0	36.1		49.2	35.9	30.6	----
30.	ALL	81.	25.		8.7	5.7	6.4		9	14	10		1	7	10		----	36.2	31.4		----	36.8	29.6	
29.	95.	87.	6.		5.3	6.8	7.1		19	38	18		2	14	14		----	38.9	31.9		----	36.3	28.2	
29.	ALL	79.	11.		3.3	6.5	7.1	----	30	50	17		4	8	19	1	----	37.1	33.3		----	35.4	29.6	----
29.	ALL	89.	3.		9.1	9.0	3.2		31	20	13		7	8	16		44.8	36.4	29.8		45.6	33.5	26.2	
23.	56.	38.							11	8	15		5	8	12	1	----	25.7	21.4		----	26.3	21.9	----
23.	96.	94.	11.		7.1	6.7	6.9	----	25	12	12	3	1	6	6	3	----	29.4	27.9	----	----	27.0	25.6	----
26.		ALL	88.						2	4	6	3	2	3	2	2	----	----	----	----	----	----	----	----
25.	98.	92.	11.	6.	8.0	7.9	9.1	8.3	548	345	287	22	26	67	131	42	62.9	44.2	38.0	24.7	52.6	40.1	32.2	19.6
27.	ALL	96.	13.		5.7	6.2	7.3	6.4	44	55	52	4	7	35	33	10	46.1	38.8	33.7	----	46.8	34.0	29.3	----
28.	ALL	92.	18.		5.1	7.1	7.5		9	14	20		1	12	14		----	37.1	30.4		----	32.6	25.5	
28.	94.	59.	9.		7.6	7.4	6.7		46	33	10		2	1	1		----	----	----		----	----	----	
26.	ALL	82.	39.						10	13	14	2		4	4		----	----	----	----		----	----	
25.	ALL	94.	18.		6.3	7.7	9.4	----	15	22	26	2	6	11	40	4	47.2	36.9	29.0	----	46.5	37.1	28.8	----
17.			67.		----	----	3.8		4	5	5				1		----	----	----				----	
8.					----	----	----	----	2	2	4	2		1			----	----	----	----		----		
19.		63.	38.		----	1.4	1.2		2	6	6		1	2	2		----	----	----		----	----	----	
36.	ALL	80.	22.		7.4	7.6	8.9	----	31	22	14	1	4	3	4	3	----	----	----	----	----	----	----	----
28.	95.	68.							18	28	9		2	3	3	1	----	----	----		----	----	----	----
22.	96.	98.	33.		7.7	7.4	5.7	----	53	35	22	7	4	13	14	3	----	34.1	30.9	----	----	31.6	28.7	----
23.	ALL	50.	3.		6.5	7.9	7.1	6.4	8	21	20	1	4	11	19	5	----	33.6	29.8	----	----	33.2	29.1	----
21.	99.	93.	4.		7.2	8.9	8.0	----	229	174	113	2	9	25	31	3	69.1	47.4	41.5	----	71.2	44.6	38.1	----
25.	96.	88.	68.		6.1	6.5	7.4	6.4	23	30	26	17	5	4	21	21	----	----	31.9	28.4	----	----	30.2	22.6
21.	97.	89.	14.						66	59	35	6	3	15	30	11	----	35.8	32.4	23.6	----	34.0	29.0	22.6
33.	ALL	97.	27.	1.	6.5	9.0	14.3	17.5	79	48	58	39	41	23	47	29	37.1	30.9	27.6	22.9	34.5	28.5	24.5	21.2
26.	ALL	86.			6.7	7.9	13.4		29	18	17	2		4	4		----	----	----	----		----	----	
23.	93.	93.							12	10	10	4	3	4	11	6	----	----	26.2	----	----	----	26.3	----
26.	ALL	73.	11.		8.5	9.7	8.8	----	18	9	20	7	2	2	8	2	----	----	31.2	----	----	----	29.3	----
22.	ALL	87.	21.		9.6	10.2	12.1	----	19	18	19	4	3	12	9	1	----	37.3	29.7	----	----	34.6	29.0	----
19.	ALL	78.	18.						2	4	4	11	6	5	13	7	----	----	----	24.6	----	----	----	18.7
25.	ALL	ALL	30.						22	17	11		2	5	9		----	----	26.6		----	----	27.5	
22.	ALL	73.			10.4	11.8	11.6	----	26	12	17	2	3	3	9	1	----	----	29.3	----	----	----	28.7	----
33.	ALL	50.	6.		6.3	7.6	6.1	7.2	22	16	17	6	2	2	1	5	----	----	----	----	----	----	----	----
20.	98.	85.	6.	5.	8.0	8.0	8.0	8.0	104	35	42	4	9	18	26	15	48.8	38.9	31.5	----	41.7	34.2	31.6	----
15.									8	2	3			1	1		----	----	----			----	----	
23.	ALL	77.	6.		9.4	8.7	7.6	----	19	10	11	1	4	3	5	2	----	----	----	----	----	----	----	----
24.	95.	78.	11.						17	4	16	1	4	5	21	1	----	----	24.1	----	----	----	25.0	----
24.	ALL	97.			6.4	8.5	8.6	----	39	19	20	4	4	11	16	4	----	39.9	32.8	----	----	39.4	31.5	----
20.									7	3	12	32	3			23	----	----	----	29.1	----			27.7
24.	99.	97.	19.		9.7	10.6	10.5	8.0	478	251	191	57	35	73	109	71	61.0	46.0	38.4	23.8	54.4	41.1	33.5	22.5
26.									37	22	4	3	8	11	13	2	33.3	28.0	----	----	32.3	27.0	----	----
17.	97.	70.	74.		6.6	7.6	8.4	----	32	23	30	1	4	4	8	4	----	----	26.9	----	----	----	26.4	----
26.	ALL	88.	40.		17.8	24.6	19.8	26.2	54	14	25	8	4	12	18	12	----	35.2	30.2	27.0	----	35.7	29.0	25.9
16.		70.	12.		----	7.7	3.3	----	2	6	14	1	3	4	12		----	----	25.0	----	----	----	24.0	
25.	ALL	83.	5.		8.7	8.2	8.6	----	19	15	11	2	1	3	10	1	----	----	24.8	----	----	----	28.3	----
17.		94.	54.		----	8.5	8.5	8.5	2	11	14	2	3	6	12	9	----	28.3	28.7	----	----	31.2	28.2	----
24.																								
26.	ALL	93.	22.		9.1	9.8	11.0	----	9	12	17	4		2	6	2	----	----	24.7	----		----	24.7	----
26.					4.2	4.2	4.2	4.2	20	25	21	12	2	5	8	13	----	----	27.3	21.2	----	----	25.3	21.3
23.	81.	ALL	25.		6.3	5.9	5.0	----	22	9	20		5	1	12	1	----	----	27.8		----	----	23.4	----
24.	ALL	85.	50.		5.7	5.8	6.9	6.5	23	8	4	10	2	5	6	8	----	----	----	25.1	----	----	----	25.1
15.	89.	68.	22.						14	14	4	1	4	5	5	3	----	----	----	----	----	----	----	----
24.	99.	93.	7.		10.3	10.7	11.2	15.7	429	227	124	6	44	74	96	4	61.9	47.3	41.0	----	54.6	42.1	35.4	----
24.	99.	94.	40.	6.	9.4	10.1	10.7	9.7	136	103	137	32	18	37	73	54	50.1	41.6	34.2	26.5	46.8	39.6	33.6	25.9
24.	ALL	71.			10.8	10.7	10.6	----	8	5	10		1	2	4	1	----	----	----		----	----	----	----
27.	97.	82.	15.						28	12	16	2	2	5	10	2	----	----	26.7	----	----	----	24.9	----
26.	ALL				4.3	----	----		7	3	1			1	2		----	----	----			----	----	
21.	ALL	44.			4.5	----	5.6	----	5	8	7	1	1	1	4	1	----	----	----	----	----	----	----	----
21.	57.	82.	50.						13	9	4	9	1	2	2	3	----	----	----	----	----	----	----	----
20.	93.	72.	32.		6.6	7.7	9.0		15	14	10			4	9		----	----	22.3			----	20.9	
13.	ALL	93.	23.		5.1	4.1	5.9	----	9	9	16	1	2	5	10	1	----	----	21.7	----	----	----	21.0	----
24.	ALL	91.	21.						14	9	12	2	1	2	7	3	----	----	24.4	----	----	----	23.3	----
23.	95.	57.							18	8	4	1	2	6	6		----	25.8	----	----	----	23.9	----	
23.	99.	79.	17.		7.5	8.5	8.9	5.8	63	58	43	10	7	12	22	13	39.1	34.9	30.0	25.8	39.8	35.1	28.2	21.0

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
KANSAS (CONTD)																				
Fort Hays State University		IIA	4	4	4	3	41.1	34.1	30.0	24.5	34.1	4	4	4	3	49.7	41.3	36.5	30.1	41.4
Friends Bible College		IIB					-----	-----	-----	-----	19.8					-----	-----	-----	-----	24.7
Friends University		IIB	5	5	4		27.9	24.6	24.6	-----	25.5	5	5	4		33.3	28.3	29.3	-----	30.2
Kansas State University		I	5	5	5	4	49.0	37.8	32.5	24.2	39.1	5	4	4	4	59.8	46.8	40.6	30.7	48.3
Kansas Wesleyan University		IIB	5	5	5	5	25.0	22.1	21.2	17.7	21.7	5	5	5	5	30.0	25.7	24.4	19.9	25.3
McPherson College		IIB	5	5	5		27.3	23.0	20.8	-----	22.8	5	5	5		33.7	29.7	26.5	-----	28.7
Manhattan Christian College		IIB					-----	-----	-----		23.9					-----	-----	-----		30.2
Ottawa University		IIB	5		5	5	29.7	-----	23.2	19.7	24.1	5		5	4	35.9	-----	27.6	24.0	29.1
Pittsburg State University		IIA	4	4	4	3	41.2	35.3	30.0	24.8	34.3	4	3	4	3	50.8	43.9	36.9	30.9	42.3
Saint Mary College		IIB	5	5	5	4	30.1	25.0	22.1	20.7	24.5	5	5	5	5	34.6	28.8	25.0	23.1	28.0
Southwestern College		IIB	4	4	3	4	31.1	28.7	26.3	21.1	27.4	5	4	3	4	36.2	34.4	31.3	25.0	32.3
Tabor College		IIB	5	5	5		26.8	22.7	19.5	-----	21.4	5	5	5		33.0	28.0	23.7	-----	26.2
University of Kansas-Main		I	4	4	4	3	51.5	39.5	33.1	25.8	44.0	4	4	4	3	62.1	48.2	40.4	32.2	53.4
Washburn University		IIA	2	4	4	3	48.8	35.4	28.9	24.6	37.5	3	4	4	4	58.4	43.2	35.4	29.9	45.4
Wichita State University		IIA	2	3	3	4	51.1	36.7	31.3	22.8	36.4	2	3	3	4	61.9	45.2	38.8	28.7	44.8
KENTUCKY																				
Alice Lloyd College		III	5		5	5	19.4	-----	18.9	15.9	16.9	5		5	5	23.5	-----	22.8	19.4	20.7
Asbury College		IIB	4	4	4	4	32.9	27.5	24.3	20.1	27.9	4	4	4	5	40.4	34.1	29.9	23.4	34.2
Asbury Theological Seminary		IIA	5				37.6	-----	-----	-----	35.1	5				45.6	-----	-----	-----	42.5
Bellarmine College		IIB	3	3	3	2	39.6	32.5	27.6	24.5	33.0	2	3	3	3	49.2	40.2	32.9	27.7	40.2
Berea College		IIB	2	2	3	3	43.0	33.5	27.8	23.1	33.9	2	3	3	3	52.4	40.8	33.1	26.8	41.0
Brescia College		IIB		4	4		-----	28.4	23.8	-----	25.7		4	5		-----	34.6	27.5	-----	30.3
Campbellsville College		IIB	5		5	5	29.3	-----	19.1	17.2	22.2	5		5	5	35.8	-----	24.2	22.0	27.6
Centre College		IIB	2	2	2	1	43.7	36.4	29.7	26.8	36.0	2	2	2	2	55.6	44.9	36.5	31.7	44.8
Eastern Kentucky University		IIA	4	4	4	3	40.3	35.2	29.8	24.1	35.0	4	4	4	4	48.9	42.9	36.6	29.8	42.7
Georgetown College		IIB	4	4	4		34.9	29.2	25.1	-----	30.5	4	4	4		41.3	35.2	29.1	-----	36.0
Kentucky Christian College		IIB	5		5	5	16.2	-----	12.9	18.6	15.6	5		5	3	29.8	-----	27.5	27.2	28.4
Kentucky State University		IIB	2	2	2	2	41.2	34.4	29.4	24.0	31.7	2	2	2	2	49.8	41.7	35.8	29.4	38.5
Kentucky Wesleyan College		IIB	4	4	5		33.7	28.7	23.4	-----	28.2	4	4	4		41.3	36.3	30.0	-----	35.5
Lees College		III				5	-----	-----	-----	18.2	20.3				5	-----	-----	-----	20.4	22.8
Lexington Theol. Seminary		IIA	5				29.3	-----		-----	31.1	5				38.1	-----		-----	40.2
Lindsey Wilson College		IIB		4	5	4		27.5	23.4	20.5	23.7		5	5	5		31.4	27.6	23.6	27.3
Louisville Presb.Theol.Sem.		IIA	2				50.8	-----	-----		47.5	2				62.1	-----	-----		58.2
Morehead State University		IIA	5	5	5	5	38.8	32.3	27.3	21.0	30.8	5	5	5	5	47.2	39.5	33.5	26.0	37.7
Murray State University	11	IIA	5	4	4	3	39.0	33.5	29.0	25.4	32.9	4	4	4	3	48.4	41.9	36.6	32.3	41.2
Northern Kentucky University		IIA	4	4	5	4	42.9	35.1	28.2	23.3	32.9	4	4	5	5	52.7	43.5	34.4	27.5	40.4
Pikeville College		IIB	5	5	4		28.1	26.5	23.8	-----	24.5	5	5	4		35.0	32.5	28.7	-----	29.8
Spalding University		IIB	5	5	4	5	29.1	26.8	23.9	19.4	25.3	5	5	5	5	31.9	29.5	26.2	21.3	27.8
Thomas More College		IIB	5	5	5		25.3	24.0	21.3		23.0	5	5	5		30.4	29.3	25.4		27.9
Transylvania University	139	IIB	2	2	2		40.7	35.0	28.6	-----	34.4	2	1	2		52.6	47.6	34.5	-----	44.4
Union College		IIB	5	5	5	5	25.0	23.4	22.0	17.2	21.9	5	5	5	5	30.7	28.3	26.7	21.0	26.7
University of Kentucky		I	4	5	4	1	50.8	37.5	33.6	32.4	42.0	4	5	4	1	60.7	45.4	40.8	39.3	50.5
Univ. of Ky.-Comm.Coll.Syst.		III	4	4	5	4	34.9	28.0	23.4	22.2	26.6	4	5	5	4	41.9	33.8	28.5	27.1	32.2
University of Louisville		I	5	5	5	4	49.5	37.8	30.8	23.1	39.8	5	5	5	5	60.0	46.1	37.0	27.3	48.2
Western Kentucky University		IIA	4	4	4	5	39.7	33.7	28.7	22.4	34.2	4	4	4	4	48.5	41.4	35.4	27.9	42.0
LOUISIANA																				
Centenary College of La.		IIB	2	2	3	4	44.3	33.4	27.2	20.1	32.7	2	3	3	5	53.1	40.1	31.7	22.5	38.7
Delgado Community College		III	4	4	4	5	33.8	30.7	26.1	20.0	26.7	4	4	4	5	40.8	37.0	31.7	24.5	32.3
Dillard University		IIB	3	4	3	5	36.6	28.5	26.5	18.9	26.2	3	4	4	5	44.3	33.5	30.9	22.1	30.8
Grambling State University		IIA	5	4	5	5	35.2	33.5	28.2	22.2	29.0	5	5	5	5	42.4	40.3	34.1	27.1	35.1
Louisiana College		IIB	4	5	4		32.0	26.7	24.2	-----	27.9	4	4	3		39.9	33.6	31.3	-----	35.3
Louisiana St.Univ.and A&M C.	87	I	4	5	5	5	51.0	37.3	32.5	22.4	38.6	4	5	4	5	61.8	45.5	39.9	27.4	47.1
Louisiana St.Univ.Alexandria		III	4	4	4	5	33.5	27.8	24.6	19.3	27.1	4	4	5	5	41.3	34.4	29.9	23.4	33.3
Louisiana State Univ.Eunice		III		4	4	3	-----	28.5	25.0	25.0	26.7		4	4	3	-----	34.9	30.7	30.7	32.8
Louisiana St.Univ.Shreveport		IIA	5	4	4	4	38.0	34.1	30.2	23.0	33.3	5	4	4	4	46.3	41.5	37.1	28.2	40.6
Louisiana Tech University		IIA	5	4	4	5	37.5	34.7	29.4	21.4	33.0	5	4	4	5	46.8	43.2	36.6	26.6	41.2
Loyola University		IIA	2	2	4	2	49.6	40.1	30.3	26.6	39.5	2	2	4	3	60.6	49.2	37.2	31.8	48.5
McNeese State University		IIA	5	4	5	4	38.6	33.1	28.0	22.6	31.2	5	5	4	4	47.4	40.8	34.7	28.3	38.5
Nicholls State University		IIB	3	3	2	3	36.4	31.3	28.2	22.8	29.8	3	3	2	3	44.2	38.3	34.6	28.2	36.4
Northeast Louisiana Univ.		IIA	5	5	4	5	39.0	31.6	29.2	21.2	30.4	5	5	5	5	45.8	37.3	34.2	24.6	35.6
Northwestern St. University		IIA	5	5	5	5	31.2	29.1	26.1	22.4	27.2	5	5	5	4	39.2	36.4	32.8	28.5	34.3
Our Lady of Holy Cross Coll.		IIB		5	5	1	-----	24.3	21.1	26.0	25.1		5	5	2	-----	27.7	24.6	29.6	28.7
Southeastern Louisiana Univ.		IIA	5	5	5	5	34.4	32.1	27.3	22.0	28.9	5	5	5	5	39.2	36.7	31.4	25.4	33.1
Southern Univ.A&M Coll.-Main		IIA	5	5	5	5	31.9	30.6	26.5	21.8	28.2	5	5	5	5	38.8	37.1	32.3	26.7	34.3
Southern Univ.at New Orleans	1	IIB	4	3	4	4	32.6	30.1	25.4	21.8	27.3	4	4	4	3	39.4	36.4	30.9	26.6	33.2
Tulane University		I	3	2	2	3	59.2	44.5	36.9	27.2	47.3	3	2	3	3	73.9	55.8	44.0	34.6	58.5
University of New Orleans		IIA	3	5	4	5	44.0	32.2	30.0	20.1	34.3	4	5	4	5	53.1	39.1	36.3	24.4	41.5
Univ. Southwestern Louisiana		IIA	4	4	3	4	41.7	34.1	30.9	22.7	32.8	4	4	4	5	50.4	41.6	37.3	27.5	39.8

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	99.	96.	31.		9.5	9.4	11.8	12.0	64	35	39	13	10	13	20	13	41.5	34.4	30.4	24.9	38.5	33.1	29.1	24.1
25.					----	----	----	----	1		1	4		1		1	----		----	----		----		----
18.	33.	20.	15.		9.2	8.3	7.4	----	12	7	15		3	3	5	1	----	----	----		----	----	----	----
23.	97.	85.	16.	5.	11.0	12.2	10.7	12.1	309	184	163	38	20	46	75	53	49.3	38.2	33.6	25.8	44.0	36.0	30.0	23.0
16.	ALL	58.							6	8	3	3	3	4	6	4	----	----	----	----	----	----	----	----
26.	ALL	63.	35.		3.1	2.5	3.9		7	8	10	2	2		7		----	----	20.9	----	----		20.7	
26.					----	----	----		2	3	3			1			----	----	----			----		
21.	ALL		21.		6.4	----	5.9	----	5	2	9	4	1	2	5	3	----	----	----	----	----	----	----	----
23.	98.	95.	10.		10.4	9.0	11.7	9.1	80	45	62	6	14	16	25	1	41.5	36.4	31.4	----	39.3	32.3	26.5	----
14.	33.	38.	33.		6.6	5.7	8.5	----	3	2	3	1	6	6	6	7	----	----	----	----	----	----	----	----
18.	88.	40.							13	8	10	1	3	2	7	8	----	----	25.8	----	----	----	27.1	----
22.	83.	75.			0.4	0.3	0.0	----	6	5	10	2		3	5	1	----	----	----	----		----	----	----
21.	99.	91.	8.	23.	8.0	9.2	9.7	8.1	435	206	128	7	40	61	65	6	52.0	40.3	34.0	26.0	45.9	36.7	31.4	25.6
21.	97.	88.	36.	5.	10.4	10.2	9.6	7.5	64	31	27	12	11	18	31	7	49.1	35.6	29.8	24.7	47.1	35.1	28.1	24.4
23.	97.	92.	32.	3.	9.2	7.5	7.9	8.2	106	98	130	16	5	35	69	18	----	37.4	32.6	23.6	----	34.7	28.9	22.1
22.									5	1	6	8	1			18	----	----	----	16.3	----			15.7
23.	95.	74.	8.		6.3	8.2	11.4	----	18	24	9	3	2	3	4	3	----	----	----	----	----	----	----	----
21.	88.								26	4	3			1		1	----	----	----			----		----
22.	ALL	68.	17.		4.2	5.5	6.3	----	24	14	10	5	7	8	14	3	40.3	32.8	27.2	----	37.3	32.1	27.9	----
21.	97.	91.	13.		4.8	5.2	8.5	----	35	23	12	3	2	11	19	9	----	33.2	28.1	----	----	34.1	27.6	----
18.		67.	19.		----	6.5	6.2	----	2	8	9	1		1	7	2	----	----	25.1	----		----	22.2	----
25.	ALL		77.						11	5	10	1	1		3	10	----	----	----	----	----		----	----
24.	92.	ALL	12.		7.0	7.3	7.8	----	22	13	11	4	3	3	6	6	----	----	30.0	----	----	----	29.2	----
22.	99.	74.	49.		7.3	7.8	7.8	8.3	182	99	64	7	48	49	90	34	40.4	36.3	30.6	24.0	39.9	33.1	29.3	24.1
18.	94.	85.	13.		7.2	9.2	9.9	----	25	8	6	1	7	5	10	3	35.3	----	26.1	----	33.4	----	24.5	----
82.									4	4	6	2	2	1	1	4	----	----	----	----	----	----	----	----
21.	80.	60.	35.						19	25	35	8	1	5	20	8	----	----	28.9	25.3	----	----	30.2	22.7
26.	89.	79.	71.		4.9	5.6	6.7	----	19	7	11	2		7	3	2	----	29.1	----	----		28.2	----	----
12.									2	1	2	5		1	2	3	----	----	----	----		----	----	----
29.	ALL								8	3				1		1	----	----				----		----
15.						5.0	5.0	5.0		7	6	2		3	3	8		----	----	----		----	----	----
23.	ALL				4.0	----	----		7	1	1		1	1	1		----	----	----		----	----	----	
22.	96.	84.	39.	25.	6.0	6.0	6.0	6.0	82	53	74	17	8	21	48	23	38.9	32.5	27.8	21.2	37.2	31.9	26.5	20.8
25.	98.	81.	26.	25.					88	77	61	7	7	16	39	5	39.2	33.7	29.9	----	36.4	32.5	27.6	----
23.	98.	97.	15.		7.0	7.3	9.6	3.6	55	66	46	8	9	36	36	5	43.1	35.7	29.1	----	41.2	33.9	27.0	----
21.	63.				5.7	6.2	5.1	----	8	6	9			6	13	2	----	27.2	24.6			25.8	23.3	----
10.	69.	85.	23.		5.0	5.0	5.0	5.0	6	1	11		10	12	15	7	28.4	----	24.4		29.5	----	23.5	----
21.	91.	90.	33.		3.7	5.6	4.0	----	9	14	11		2	6	16		----	26.1	21.2		----	19.3	21.4	
29.	ALL	64.	10.		9.4	9.2	6.6	----	17	15	14	3	4	7	6	1	----	36.3	30.0	----	----	32.2	25.4	----
21.	ALL	33.	7.						4	14	12	6	4	4	2	5	----	----	----	----	----	----	----	----
20.	ALL	98.	5.		7.0	7.8	9.9	7.1	446	316	193	5	38	97	76	12	51.1	38.3	34.4	----	46.8	35.0	31.9	----
21.	99.	99.	1.		7.0	7.6	10.2	7.8	83	114	84	91	52	160	92	120	34.8	28.4	23.6	22.4	35.0	27.7	23.2	22.0
21.	ALL	88.	5.	4.	7.2	8.2	9.1	10.2	245	148	92	9	24	61	82	15	49.9	39.0	31.8	22.7	45.2	34.7	29.7	23.3
23.	99.	81.	24.		5.2	5.9	7.0	5.7	204	94	82	8	27	45	63	26	40.0	34.5	31.1	23.0	37.0	31.9	25.6	22.2
18.	95.	ALL	ALL	46.	9.6	6.2	8.7	8.7	20	12	14	4	2	3	4	9	----	----	----	----	----	----	----	----
21.	ALL	91.	78.						10	33	35	15	10	20	30	33	34.4	31.3	26.5	20.3	33.2	29.7	25.7	19.9
17.	50.	32.	2.						5	9	24	2	1	13	34	15	----	28.7	27.6	----	----	28.4	25.7	----
21.	88.	69.	29.	10.					33	24	64	20	7	15	62	21	35.6	34.3	29.8	22.7	33.7	32.2	26.5	21.7
26.	83.	56.	27.		1.6	5.7	5.0	----	18	9	7	3	6	7	8	2	32.3	27.0	25.0	----	30.9	26.2	23.5	----
22.	98.	93.	3.						427	363	271	76	36	68	85	106	51.3	37.6	32.9	23.2	46.8	35.4	31.4	21.8
23.	93.	96.	15.						12	15	6	2	2	13	7	8	----	27.7	25.2	----	----	27.9	24.0	----
23.		92.	40.		----	4.6	4.0	4.5	3	9	8	9	1	3	7	4	----	----	26.0	----	----	----	23.9	----
22.	98.	94.	42.		4.4	4.0	4.4	3.5	44	21	25	4	4	14	18	8	----	33.8	32.7	----	----	34.5	26.7	----
25.	98.	86.	32.		6.2	6.8	7.6	7.9	108	86	70	10	12	34	44	17	37.9	36.9	31.6	21.6	33.7	29.0	25.9	21.2
22.	95.	76.	16.						51	82	30	9	8	27	21	6	50.1	40.4	31.0	27.3	46.3	38.9	29.4	25.4
24.	94.	87.	27.						58	49	65	11	7	22	44	20	39.0	33.8	28.7	23.0	35.5	31.5	26.8	22.3
22.	99.	95.	57.		7.9	9.4	10.1	4.6	58	39	41	19	12	18	38	23	36.4	32.2	29.3	23.1	36.4	29.4	27.0	22.5
17.	90.	87.	32.		4.5	4.8	6.2	5.0	67	77	74	25	10	18	50	45	39.3	32.0	30.1	22.7	37.4	29.9	27.9	20.4
26.	97.	81.	29.	3.					35	24	29	8	4	24	37	27	----	30.3	27.4	25.7	----	27.9	25.0	21.5
14.					----	5.3	----	4.2	1	6	3	1	1	1	3	10	----	----	----	----	----	----	----	----
15.	ALL	84.	30.						52	45	43	15	6	19	68	36	34.5	32.4	28.4	22.5	34.0	31.3	26.7	21.8
22.	98.	86.	72.	24.					80	57	82	11	27	37	114	34	31.1	31.1	27.4	22.9	34.2	29.8	25.9	21.4
21.	95.	53.	40.						14	10	39	5	8	9	29	2	32.2	31.0	25.6	----	33.2	29.1	25.2	----
24.	97.	79.	5.	13.	6.8	7.4	8.0	9.3	142	130	83	4	16	32	41	4	59.4	45.1	38.2	----	56.9	42.2	34.4	----
21.	98.	89.	8.						160	93	75	29	26	39	28	47	44.6	32.8	30.7	20.4	40.1	31.0	28.2	19.9
21.	92.	74.	27.	3.	4.6	5.0	5.5	4.8	122	114	99	41	18	36	55	72	42.4	34.3	32.3	23.2	37.0	33.5	28.4	22.4

PPENDIX I	N O T E S	(1)	(2)				(3)					(4)				(5)				
		INST CATE GORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
AME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
AINE																				
ates College		IIB	1*	1	1	1*	53.8	40.0	31.7	30.1	40.3	1	1	1	1	67.9	49.9	38.2	35.8	50.0
owdoin College		IIB	1*	1	1	1	56.7	41.0	33.2	28.1	42.5	1*	1	1	1	70.7	51.2	40.9	32.8	52.6
olby College		IIB	1*	1*	1		57.7	43.1	31.7	-----	42.7	1*	1	1		72.4	51.2	37.5	-----	51.9
aine Maritime Academy		IIB	2	4	2		44.4	27.6	29.2	-----	31.8	2	3	1		56.3	37.1	37.9	-----	41.5
aint Joseph's College		IIB		4	4		-----	28.7	24.9		25.9		4	4		-----	34.0	29.8		30.9
niv.of Maine at Augusta	31	III	3	4	4		39.5	30.5	27.2	-----	32.3	3	4	4		49.2	38.7	33.8	-----	40.5
niv.of Maine at Farmington	31	IIB	2	3	3	1	41.9	32.6	27.3	26.5	35.3	2	2	3	1	52.5	40.9	33.9	33.1	44.1
niv.of Maine at Fort Kent	31	IIB	3	3	2		39.0	30.8	29.0	-----	32.2	2	3	2		49.2	38.7	36.4	-----	40.5
niv.of Maine at Machias	31	IIB	2	2	3		40.6	35.1	25.7		32.8	2	2	3		50.0	43.6	32.6		40.9
niversity of Maine	31	IIA	2	2	2	4	52.2	39.8	33.8	23.4	40.6	2	2	2	4	63.6	49.1	41.9	28.8	50.0
niv.of Maine at Presque Isl	31	IIB	2	3	3		41.2	32.7	28.0	-----	32.6	2	2	2		51.0	40.9	34.9	-----	40.5
niversity of New England		IIB	3	3	3		36.0	31.3	26.3	-----	28.9	4	3	3		42.7	37.7	31.4	-----	34.7
niv.of Maine at Southern Me	31	IIA	2	2	2		51.4	40.2	33.5	-----	40.3	2	2	2		62.9	49.9	41.5	-----	49.8
estbrook College		III		5	5		-----	26.1	22.6	-----	24.2		5	5		-----	31.5	27.5	-----	29.6
MARYLAND																				
Allegany Community College		III	3	4	4	4	38.1	31.4	26.7	23.2	29.5	3	3	3	3	49.6	41.2	35.3	30.8	38.8
Anne Arundel Community Coll.		III	1	1	1	2	48.3	40.4	32.4	27.5	38.6	1	1*	1	1	63.4	53.8	43.8	37.7	51.5
Bowie State University		IIA	2	2	2	2	49.8	40.2	35.3	27.5	40.1	2	2	1	1	64.1	52.1	46.1	36.3	52.0
Capitol College		IIB		4	4		-----	29.3	25.2		28.0		4	4		-----	34.9	30.7		34.1
Catonsville Community Coll.	40	III	1*	1	1	2	52.3	40.8	33.5	26.2	39.7	1*	1*	1	2	67.5	53.8	43.7	33.1	51.6
Cecil Community College	4	III	3	2	2	4	39.2	37.6	30.8	22.0	31.7	3	2	3	4	46.9	45.0	36.9	26.9	38.1
Chesapeake College		III	3	3	3	3	38.3	32.8	29.3	25.1	30.5	3	3	3	3	48.4	41.7	37.5	32.3	39.0
College of Notre Dame of Md.		IIB	3	3	2		39.5	32.0	28.2	-----	31.8	3	3	3		45.1	36.7	32.5	-----	36.5
Community Coll. of Baltimore		III	3	3	3	3	40.1	33.5	29.0	24.9	31.7	2	2	2	2	54.2	45.8	40.0	34.8	43.5
Coppin State College		IIB	1	1	1*		50.7	39.7	33.8	-----	39.9	1	1*	1*		66.5	52.6	45.2	-----	52.9
Dundalk Community College		III	1	1	1		45.9	38.8	32.7	-----	38.4	1	1	1		61.2	52.2	44.6	-----	51.8
Eastern Christian College		IIB							-----		-----							-----		-----
Essex Community College	4	III	1	1	1	2	49.1	40.5	33.6	26.9	41.5	1*	1	1	1	64.2	53.6	45.0	36.8	54.8
Frederick Community College		III		2	2		-----	36.7	30.3	-----	33.1		2	2		-----	46.7	39.1	-----	42.4
Frostburg State University		IIA	2	2	2	1	49.2	40.7	35.1	29.6	38.9	2	2	1	1	63.1	51.7	44.3	37.3	48.9
Garrett Community College	63	III			5		-----	-----	23.0		24.5			5		-----	-----	29.9		32.2
Goucher College		IIB	1	2	2		46.7	35.0	29.1	-----	36.4	1	2	2		58.2	43.9	36.2	-----	45.4
Hagerstown Junior College	4	III	2	3	4		40.7	34.4	27.8	-----	36.1	2	3	3		52.1	43.4	35.0	-----	46.0
Harford Community College	4	III	1	1*	1*	2	45.5	41.3	36.7	25.8	38.9	1	1*	1*	3	59.4	54.2	49.8	32.2	51.0
Hood College		IIA	2	3	4		48.9	38.3	29.9	-----	35.7	2	3	4		62.2	47.1	36.8	-----	44.2
Howard Community College		III	1	1	1	2	48.2	38.3	32.8	27.1	34.6	1	1	1	2	61.7	49.1	41.0	34.4	43.9
Johns Hopkins University		I	1	1	2	1	68.5	47.5	37.7	32.9	51.3	1	1	2	1	83.8	59.2	47.2	41.7	63.6
Loyola College in Maryland		IIA	2	2	2		48.9	42.1	34.2	-----	39.3	2	1	2		61.8	53.6	42.9	-----	49.7
Maryland Coll.of Art&Design		III						-----	-----	-----	-----						-----	-----	-----	-----
Maryland Inst.College of Art		IIB									29.4									35.8
Montgomery Coll. Central		III						-----			-----						-----			-----
Montgomery Coll.of Rockville		III	1	2	1		47.6	37.1	33.4	-----	43.4	1	2	1		63.1	48.3	42.2	-----	57.1
Montgomery Coll. Germantown		III	1	2	2		46.0	36.7	32.0	-----	38.8	1	2	2		60.6	47.1	40.5	-----	50.3
Montgomery Coll. Takoma Park		III	1	2	2		47.3	35.0	31.6	-----	40.1	1	2	2		62.4	44.6	39.0	-----	51.9
Morgan State University		IIA	2	1	2	1	52.2	43.4	35.1	29.1	40.9	2	1	1	1	64.4	54.2	44.7	37.1	51.3
Mount Saint Mary's Coll.&Sem		IIB	2	2	3	4	42.8	34.9	27.5	21.7	31.6	2	2	3	3	51.4	42.5	32.9	26.4	38.4
Peabody Institute of the JHU	1	IIB									34.0									44.4
Prince George's Comm.College		III	1	1	1	2	48.5	40.3	32.8	27.9	43.4	2	2	3	3	53.9	44.8	36.6	31.2	48.2
Saint John's College-Main		IIB									34.8									45.4
St.Mary's Coll.of Maryland		IIB	1	1	1		47.6	39.9	30.7	-----	38.2	1	1	1		58.9	49.7	38.6	-----	47.5
Salisbury State University		IIA	2	2	2	2	51.6	42.3	34.5	28.7	37.5	2	1	2	1	65.7	53.7	43.3	36.3	46.8
Towson State University		IIA	2	1	1	1	52.0	43.3	36.0	29.2	41.2	1	1	1	1	67.2	56.2	46.8	37.9	53.5
U. S. Naval Academy	1	IIB	1	1	1	2	50.7	38.7	32.4	25.1	41.0	1	2	2	2	57.6	44.3	37.3	29.3	46.8
University of Baltimore		IIA	1*	1*	1*		61.0	54.2	41.8	-----	51.4	1*	1*	1*		74.5	66.9	52.6	-----	63.6
Univ.of Maryland-Coll. Park		I	2	2	2	3	65.1	46.1	38.2	26.9	49.5	1	2	2	3	80.5	57.9	47.4	35.3	61.8
Univ.of Maryland at Balto.		I	1	1*	1	2	65.7	49.9	38.7	29.3	47.9	1	1	1	2	81.4	62.3	48.7	38.3	60.0
Univ.of Maryland-Balto.Co.		IIA	1*	1	1	3	62.6	44.4	38.1	25.9	43.9	1*	1	1	2	76.7	56.2	47.4	33.7	54.8
Univ.of Maryland-Estrn Shore		IIA	2	1	1		49.2	44.1	37.6	-----	37.7	2	1	1		63.8	55.5	47.7	-----	48.1
Villa Julie College		PNA																		
Washington Bible College		IIB		5			-----	22.3	-----		23.4		5			-----	28.0	-----		29.4
Washington College		IIB	2	2	3		44.3	36.6	27.9		37.3	1	1	3		56.5	46.3	33.0		46.9
Western Maryland College		IIB	1	1	2		45.0	37.3	29.8	-----	38.1	1	1	2		56.5	46.7	36.7	-----	47.5
Wor-Wic Technical Comm.Coll.	4	III			2	2	-----	-----	31.3	26.9	30.5			2	2	-----	-----	39.2	34.0	38.3
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		62.1	43.3	36.0		51.0	1*	1*	1*		78.9	55.7	45.7		64.9
Andover Newton Theol. School		IIA	5	5			38.9	29.1	-----		34.0	4	5			51.1	38.5	-----		44.9
Anna Maria College		IIB		3	2		-----	32.2	28.4	-----	29.4		3	3		-----	39.3	33.3	-----	35.2
Assumption College		IIB	2	2	2	2	43.1	36.0	30.0	25.5	34.2	2	2	2	2	53.5	44.8	36.9	31.4	42.3
Atlantic Union College		IIB	5	5	4		26.3	25.1	25.6	-----	25.3	5	4	3		34.4	33.4	31.9	-----	32.4
Babson College		IIA	1*	1*	1*		72.6	51.3	43.8	-----	53.5	1*	1*	1*		85.7	60.9	53.1	-----	63.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	ALL	90.	7.		7.7	11.9	10.3	10.9	33	24	23	4	3	7	20	5	----	40.4	31.5	----	----	38.6	32.1	----
24.	ALL	ALL			5.9	6.4	7.3	----	38	22	25	3	4	9	24	4	----	42.1	33.9	----	----	38.3	32.5	----
22.	98.	85.			9.1	10.5	8.6	----	38	25	33	1	7	8	21	3	58.7	43.5	31.6	----	52.3	41.8	31.8	----
30.									11	9	17	1	1	5	1	1	----	----	----	----	----	----	----	----
19.		86.	29.		----	----	7.2			3	14		2	4	14			----	25.6		----	----	24.2	
25.	ALL	89.			5.5	5.5	10.1	----	20	9	11	1	3	9	7	3	----	33.7	29.7	----	----	27.3	23.3	----
25.	98.	65.	10.		5.2	7.5	5.8	7.7	37	17	10	2	7	9	11	4	42.6	33.5	28.0	----	38.3	31.0	26.6	----
26.	ALL	83.			5.5	5.4	5.5	----	6	5	4	1	2	1	8		----	----	----	----	----	----	----	
25.	ALL	90.			5.5	5.5	5.5		6	11	11		1	9	3		----	34.2	----		----	36.2	----	
23.	99.	91.	3.	5.	5.9	5.8	5.9	9.9	136	129	99	8	8	47	61	11	52.5	41.1	35.8	24.8	46.2	36.1	30.5	22.4
24.	ALL	94.	21.		5.9	6.7	7.4	----	17	13	16		3	3	8	1	----	----	29.1		----	----	25.7	----
20.	ALL	64.	3.						7	22	16	1	2	6	21	4	----	31.2	25.7	----	----	31.8	26.7	----
24.	94.	85.	5.		5.8	6.0	6.9	----	61	89	60		9	35	45	3	52.0	40.9	34.1		46.9	38.2	32.5	----
22.									4	5	3			6	6	5	----	----	----			----	----	----
31.	ALL	81.	71.	45.					11	12	13	3	4	9	21	8	----	33.0	26.8	----	----	29.2	26.6	----
33.	ALL	95.	31.	4.					43	36	20	11	16	19	32	17	48.7	40.7	32.7	27.1	47.1	40.0	32.2	27.7
30.	ALL	37.	44.		7.1	7.1	11.3	7.6	21	18	19	5	10	12	13	6	49.0	40.6	34.3	----	51.4	39.6	36.8	----
22.		ALL	ALL		----	3.5	4.1		3	6	4			1	3		----	----	----			----	----	
30.	ALL	99.	55.	6.					49	42	23	17	9	33	28	19	53.1	41.5	33.6	26.8	48.1	39.8	33.5	25.8
20.	69.	56.	33.						7	4	5	8	6	5	10	6	39.8	----	----	21.9	38.5	----	----	22.2
28.	86.	9.	13.						6	6	4	3	1	5	4	7	----	----	----	----	----	----	----	----
15.	80.	16.							3	7	3		7	12	11	3	----	30.9	----		----	32.7	----	----
37.	97.	93.	74.	50.					23	18	9	4	10	10	22	12	40.6	34.1	29.8	----	39.0	32.5	28.7	----
33.	94.	71.	56.						20	18	13		12	16	21	5	51.1	39.5	32.8		50.0	39.9	34.4	----
35.	ALL	83.	65.						11	8	7	1	6	10	10	2	46.7	40.1	34.6	----	44.4	37.7	31.4	----
...															1								----	
32.	ALL	95.	69.	14.					45	38	19	3	17	24	20	4	49.3	41.1	34.5	----	48.8	39.7	32.8	----
28.		13.							3	9	16	2	2	7	12	2	----	37.4	30.8	----	----	35.8	29.7	----
26.	98.	86.	36.	8.	9.0	11.7	11.5	12.0	60	44	46	9	3	13	28	15	----	41.1	36.1	30.4	----	39.3	33.5	29.2
31.					----	----	19.0	----	3		6			3	2		----		----			----	----	
25.	ALL	89.	15.		7.6	10.6	12.8	----	17	7	10		9	11	16	5	47.5	35.9	29.5		45.3	34.5	28.8	----
27.	ALL	ALL	17.		9.1	10.1	9.8	----	25	1	5		3	10	7	1	----	----	----		----	----	----	----
31.	ALL	95.	92.	27.					9	26	6	1	3	12	7	10	----	41.4	39.4	----	----	41.2	34.3	----
24.	ALL	95.	11.		6.0	6.0	6.3	----	9	7	12	1	6	13	23	4	50.1	36.6	31.4	----	47.1	39.2	29.1	----
27.					11.2	11.0	13.8	16.1	6	4	4	2	4	7	19	7	----	----	----	----	----	----	----	----
24.	90.	4.							273	85	107	8	32	27	53	18	69.0	47.6	38.1	34.5	63.9	47.0	36.8	32.1
26.	88.	82.	13.		9.9	7.3	8.0	----	37	49	55		5	11	41	4	----	42.9	34.7		----	38.3	33.5	----
...										1	1	1						----	----	----				
22.																								
...						----								1								----		
32.	88.	13.	5.		7.0	8.6	8.9	----	113	16	16	1	51	22	22	4	47.8	37.3	34.2	----	47.0	36.9	32.8	----
30.	68.				7.1	8.7	8.6	----	13	6	4	2	6	6	6	2	46.0	38.0	----	----	46.0	35.3	----	----
29.	69.				6.9	8.6	9.0	----	20	7	4	1	16	14	11	1	48.0	34.7	----	----	46.5	35.2	----	----
25.	98.	83.	58.	29.					33	46	35	3	15	13	22	14	51.4	44.4	38.0	----	53.9	39.7	30.5	----
21.	ALL	82.			7.7	9.9	9.7	9.0	9	25	17	4	1	8	9	4	----	35.1	27.7	----	----	34.1	27.1	----
30.																								
11.	95.	48.	6.		9.8	9.4	10.0	9.0	74	38	8	5	40	33	10	5	48.9	41.1	34.3	----	47.7	39.3	31.7	----
31.																								
25.	37.	7.							16	18	19	3	3	10	11		----	39.5	30.1	----	----	40.7	31.8	
25.	93.	82.	39.	25.	11.5	11.5	11.5	11.5	41	47	41	12	5	9	31	8	----	42.4	35.0	29.2	----	41.9	33.9	27.8
30.	96.	84.	44.	26.	8.2	8.2	8.2	8.2	102	82	131	15	24	44	101	19	52.3	44.3	37.1	30.4	50.5	41.5	34.7	28.3
14.	ALL	97.	3.		8.7	10.1	12.3	10.2	113	92	49	10	3	21	23	6	----	40.0	33.4	25.3	----	33.3	30.2	24.8
24.	87.	76.	19.		10.2	15.0	13.3		48	36	41		5	13	22	1	----	53.5	42.9		----	56.2	39.8	----
25.	ALL	76.	9.		8.0	9.2	9.5	9.0	447	335	165	38	58	97	77	57	65.6	46.6	39.2	30.8	60.5	44.5	36.2	24.4
25.	96.	69.	13.		5.7	6.9	7.4	6.9	57	67	36	3	11	34	64	22	67.1	52.7	44.5	----	58.6	44.4	35.4	----
25.	99.	97.	12.		10.4	10.4	10.5	10.9	68	89	76	16	7	25	38	23	63.3	44.7	39.7	29.1	55.7	43.4	35.1	23.6
28.	86.	80.	21.		----	8.6	8.0	9.1	6	17	25	3	1	3	8	2	----	----	38.7	----	----	----	34.2	----
26.									4	5	4			2	1		----	----	----			----	----	
26.	ALL	96.	8.		7.3	8.8	11.1		17	21	5		2	5	7		----	----	----		----	----	----	
25.	ALL	ALL	17.		10.9	7.0	9.8	----	29	20	8		1	8	10	3	----	37.5	30.5		----	36.8	29.2	----
25.									1	2	4	4	1	3	9	4	----	----	----	----	----	----	----	----
27.	ALL	96.			5.5	6.6	6.6		75	15	24		7	11	23		62.5	43.2	35.7		57.8	43.4	36.3	
32.	ALL	67.			11.7	----			8	3				3	1		----	----				----	----	
20.		ALL	33.		----	5.5	5.5	----	4	5	7	1	1	2	11	4	----	----	29.1	----	----	----	27.9	----
24.	95.	88.	36.		5.7	5.6	5.3	----	18	27	29	7	3	6	13	1	----	36.5	30.4	----	----	34.0	29.3	----
28.	78.								13	7	9	1	5	1	13	2	----	----	24.1	----	----	----	26.7	----
19.	92.	86.	3.						26	34	23	2		3	12	1	----	----	44.9	----		----	41.6	----

	N O T E S	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
M A S S A C H U S E T T S																				
Bay Path College		III		4	4		-----	29.8	25.0	-----	28.6		5	5		-----	33.1	27.8	-----	31.8
Bentley College		IIA	1*	1*	1*	1*	61.6	49.3	41.2	34.6	48.1	1*	1*	1*	1*	77.4	61.0	51.2	44.0	59.9
Berklee College of Music		IIB	2	2	3	3	41.7	34.5	27.8	22.0	30.5	2	2	3	3	49.6	41.2	33.5	27.0	36.7
Boston College		I	2	2	1	1*	61.4	46.0	38.8	40.8	48.0	2	1	2	1*	75.2	58.1	46.6	46.6	59.1
Bradford College		IIB		3	3	2	-----	33.0	26.7	23.7	29.8		3	3	2	-----	40.5	32.6	30.5	37.0
Brandeis University		I	2	2	3		61.9	44.5	36.5	-----	49.4	2	2	3		76.2	56.8	43.5	-----	60.8
Clark University		IIA	1*	1	2		59.9	43.3	35.3	-----	46.4	1*	1	2		74.8	54.8	42.3	-----	57.7
College of the Holy Cross		IIB	1*	1*	1*		58.4	42.6	33.8	-----	42.9	1*	1*	1		72.2	53.2	40.0	-----	52.7
Coll.of Our Lady of the Elms		IIB		4	4		-----	27.3	25.3	-----	26.6		4	3		-----	34.8	32.6	-----	34.0
Dean Junior College		III	4	2	4	4	36.6	35.0	26.7	22.7	29.0	4	2	4	4	45.7	44.3	33.3	28.7	36.3
Eastern Nazarene College		IIB	4	4	4		32.9	28.6	24.5	-----	29.0	3	3	3		44.2	37.6	32.9	-----	38.8
Emerson College		IIA	1*	1	2		61.5	43.9	34.7	-----	44.4	1*	1	1		79.8	57.8	45.8	-----	58.2
Emmanuel College		IIB	2	2	2		41.7	36.2	29.4	-----	34.4	2	2	2		51.8	43.8	35.0	-----	41.9
Endicott College		III	5	4	4	4	31.1	27.9	26.4	22.5	27.4	5	4	4	4	38.5	34.5	32.8	27.6	33.9
Fitchburg State College		IIA	3	2	2	2	46.4	39.8	34.6	28.6	39.6	4	3	3	2	52.0	45.3	40.0	33.6	45.1
Gordon College		IIB	3	3	3		37.2	30.8	26.8	-----	33.4	3	3	2		48.7	39.2	35.0	-----	43.8
Gordon-Conwell Theol. Sem.		IIA	3	3			43.7	36.2	-----		39.7	4	4			50.0	42.3	-----		45.9
Greenfield Community College	67	III	3	3	3		38.6	32.3	28.6	-----	36.0	3	3	3		48.3	40.4	35.8	-----	45.0
Hampshire College		IIB	1	1	1		48.4	38.3	30.8		38.6	1	1	2		59.5	46.1	36.9		46.7
Harvard University		I	1*	2	1*	2	82.7	44.6	42.0	29.9	62.3	1*	3	1	2	100.4	54.2	51.0	36.3	75.7
Lasell Junior College		III			4		-----	-----	27.1	-----	27.5			4		-----	-----	31.9	-----	32.3
Massachusetts Inst. of Tech.		I	1*	1*	1*	3	75.6	53.6	43.9	27.3	62.4	1*	1*	1*	2	95.6	69.0	57.0	37.0	79.6
Massachusetts Maritime Acad.		IIA	3	1	1		48.0	45.2	38.0		45.7	4	3	3		51.3	48.4	40.8		48.9
Merrimack College		IIB	1	2	2		47.8	36.4	30.3		35.4	1	1	2		60.1	47.0	37.0		44.5
Middlesex Community College	96	III	3	3	3	1	38.9	32.2	29.7	28.1	32.9	3	4	3	2	46.9	39.4	36.5	34.7	40.1
Mount Holyoke College		IIB	1*	1	1	1	59.1	41.1	32.8	28.4	43.5	1*	1	1	1	72.6	52.3	40.2	32.7	53.6
Mount Wachusett Comm.College	101	III	3	3	3		40.5	32.6	29.3	-----	36.8	4	4	4		45.1	37.5	34.6	-----	41.5
New England Coll. Optometry		IIB	1	1			45.3	38.8	-----	-----	40.0	2	1			54.6	47.6	-----	-----	48.9
North Shore Comm. College	104	III	2	3	2	2	41.4	34.1	29.9	27.9	36.7	3	4	3	2	46.6	39.2	35.0	33.1	41.9
Northeastern University	105	I	3	2	1		60.9	46.2	41.5	-----	49.4	2	1	1		77.4	60.4	52.7	-----	63.3
Pine Manor College		IIB	2	2	2		44.0	35.4	28.5		36.3	2	2	3		52.7	42.7	33.9		43.5
Regis College		IIB	2	2	1		43.0	35.9	30.7	-----	34.9	2	2	2		52.6	43.9	37.0	-----	42.7
Salem State College		IIA	2	2	2		48.1	40.0	33.9	-----	40.8	4	4	4		51.7	43.6	37.5	-----	44.5
Simmons College		IIA	1	2	2	1	54.7	42.5	34.1	29.3	43.1	1	2	2	2	67.4	52.5	41.2	34.9	52.8
Smith College		IIA	1*	1	2	2	60.1	42.8	33.9	27.6	47.3	1*	1	2	2	76.0	53.6	41.9	33.8	59.4
Springfield College		IIA	3	3	5	3	46.0	36.6	26.9	25.0	34.7	3	4	5	4	55.6	43.8	32.6	29.1	41.8
Springfield Tech.Comm.Coll.		III	2	3	2	2	41.5	33.8	31.3	25.8	36.5	2	3	2	3	51.9	42.3	39.1	32.3	45.6
Stonehill College		IIB	2	2	2		42.2	36.1	29.3		35.2	1	1	1		57.2	47.2	38.6		46.7
Suffolk University		IIA	1*	1	1*	1	60.1	45.0	39.5	29.7	50.2	1	1	1	2	73.0	55.6	47.8	34.1	61.1
Tufts University	142	I	2	2	1		63.2	46.4	38.8	-----	50.0	2	2	2		78.5	57.4	47.6	-----	61.9
University of Lowell	151	IIA	1*	1*	1*	1	60.2	47.1	39.8	29.8	50.5	1*	1*	1*	1	75.4	59.1	49.9	37.5	63.2
Univ. Massachussets-Amherst	152	I	2	1	2		62.5	48.6	37.5	-----	52.9	2	1	2		75.2	58.9	46.1	-----	63.9
Univ. Massachusetts-Boston		IIA	1	1*	1*		58.9	48.5	39.6	-----	49.3	1	1*	1*		71.2	59.2	48.7	-----	60.1
Wellesley College		IIB	1*	1*	1*		60.0	43.2	35.2	-----	45.4	1*	1*	1*		77.4	56.3	43.9	-----	58.2
Wentworth Institute of Tech.	25	III	4	5	4		32.7	27.6	26.9	-----	28.3	4	4	4		40.3	34.3	33.5	-----	35.2
Western New England College		IIA	1	2	1*	1	55.5	41.6	38.7	29.9	44.6	1	2	1	2	68.7	52.5	46.5	35.1	54.8
Westfield State College		IIB	1	1	1*		45.9	38.8	34.1		40.7	1	1	1*		57.3	48.5	42.6		50.9
Wheaton College		IIB	1	1	2		53.1	40.3	29.9		42.4	1	1	2		63.5	48.7	36.6		51.1
Wheelock College		IIA	3	3	3		47.3	38.0	32.2	-----	36.9	3	3	4		58.0	45.5	37.5	-----	44.1
Williams College		IIB	1*	1*	1*		58.8	41.7	35.6		45.3	1*	1*	1*		75.0	54.4	46.8		58.6
Worcester Polytechnic Inst.		IIA	1	1*	1*		58.0	46.9	41.3		49.4	1*	1*	1*		73.9	59.6	49.6		62.0
Worcester State College	170	IIA	3	2	2	2	47.1	41.1	34.3	28.2	42.2	4	3	4	3	50.5	44.6	36.9	30.1	45.4
M I C H I G A N																				
Adrian College		IIB	3	4	4		38.7	29.9	25.5	-----	33.1	2	3	3		49.7	38.6	34.1	-----	42.9
Albion College		IIB	1	1	2		45.5	37.1	29.9	-----	37.8	2	1	2		56.1	46.5	35.0	-----	46.3
Alma College		IIB	2	2	2		44.4	35.5	29.9	-----	37.1	2	2	2		55.7	45.0	37.0	-----	46.5
Aquinas College		IIB	3	3	3		37.4	31.4	26.2	-----	30.9	3	3	3		46.0	39.2	31.7	-----	38.1
Calvin College		IIB	2	2	1	2	39.9	35.4	30.4	25.0	36.8	2	2	1	2	50.6	45.0	37.9	29.0	46.4
Center for Creative Studies		IIB	3	2	5		36.7	33.2	22.8	-----	33.2	3	3	4		44.1	40.2	28.6	-----	40.2
Central Michigan University		IIA	2	2	2	3	48.6	41.2	33.4	25.9	39.7	2	2	2	2	62.1	53.5	43.6	33.9	51.3
Concordia College		IIB	4	4	4		31.8	27.7	24.4	-----	26.8	4	4	4		37.9	33.4	29.8	-----	32.4
Delta College		III	1	1*	1	1	46.3	41.3	35.6	29.1	39.4	1	1	1	1	57.7	51.8	45.2	37.4	49.6
Detroit College of Business		IIB									28.2									36.9
Eastern Michigan University		IIA	2	2	2	1	48.4	39.7	33.7	29.5	40.7	2	2	2	1	61.7	50.6	43.0	37.7	51.9
Ferris State University		IIB	2	1	1	1*	42.5	37.1	33.4	30.8	36.2	2	1	1*	1*	53.1	47.5	43.7	40.9	46.5
GMI Engrg.&Mgmt.Institute		IIB	1	1	1*		48.4	39.9	35.5	-----	42.4	1	1	1*		60.1	49.9	44.7	-----	52.9
Grace Bible College		IIB					-----	-----	-----		-----					-----	-----	-----		-----
Grand Rapids Baptist College		IIB	5	5	5		28.2	24.2	21.5	-----	23.9	5	5	5		32.2	29.7	26.0	-----	28.5
Grand Valley State Univ.		IIA	3	2	4	3	46.6	39.3	29.5	25.1	39.6	3	2	3	3	58.4	49.7	38.2	32.9	50.0
Great Lakes Bible College		IIB	5				27.0	-----			24.6	5				32.2	-----			29.5
Hope College		IIB	2	2	2		41.4	35.0	28.5	-----	35.5	2	2	1		55.6	45.7	38.1	-----	47.2
Kalamazoo College		IIB	1	1	1		46.4	37.3	30.6	-----	39.9	1	1	1		57.2	47.0	38.1	-----	49.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
11.					----	9.3	----	----	1	3		1	1	5	7		----	----		----	----	----	----	
25.	93.	73.	3.		6.8	7.9	7.8	----	40	61	49	5	4	19	28	6	----	50.8	43.1	----	----	44.6	37.7	----
20.					11.9	7.2	8.9	9.1	10	44	74	7	1	2	5	3	----	----	----	----	----	----	----	----
23.	97.	92.	8.		6.9	7.1	7.5	7.3	128	160	80	15	22	73	62	8	62.3	47.5	39.9	46.2	56.3	42.8	37.4	30.6
24.					----	10.8	9.9	8.0	2	11	8	1	3	2	8	6	----	----	27.4	----	----	----	26.0	----
23.	99.	98.			6.0	7.2	7.8	----	137	45	37	3	11	17	14		62.1	44.9	37.3	----	58.9	43.5	34.5	
24.	96.	94.			7.0	7.8	6.7	----	43	42	24	1	7	12	20	1	59.5	44.0	35.9	----	62.5	41.0	34.5	----
23.	ALL	98.			6.0	5.7	7.8	14.0	30	70	30	1	3	18	20	2	----	43.0	34.0	----	----	41.2	33.7	----
28.		75.	6.		----	5.2	5.2	----	2	3	3	1	2	5	15		----	----	----	----	----	----	----	
25.	70.	73.	20.		9.5	7.5	12.6	9.8	9	10	15	4	1	1	25	4	----	----	27.1	----	----	----	26.5	----
33.	83.	21.							14	16	5	1	4	3	5	1	----	----	----	----	----	----	----	----
31.	77.	52.	5.		5.7	4.9	7.6	----	22	21	20	2	4	8	17	1	----	45.3	33.9	----	----	40.3	35.7	----
22.	ALL	62.	7.		6.3	6.0	6.0	----	7	10	1		5	11	13	5	----	37.0	----		----	35.4	----	----
24.					8.8	----	12.1	8.3	9	1	5	4	7	6	7	6	30.9	----	----	----	31.2	----	----	----
14.	94.	87.	72.		4.5	4.8	6.0	5.5	54	25	50	4	23	29	35	6	47.1	40.0	35.4	----	44.8	39.7	33.5	----
31.	90.	9.	7.		6.2	7.6	10.3	----	34	8	11	1	5	3	3	2	----	----	----	----	----	----	----	----
16.	ALL	64.			6.3	5.5	----		12	10	1			1			----	----	----			----		
25.	98.	ALL	17.		0.0	0.0	----	----	34	1	1	1	8	7	5	3	39.0	----	----	----	37.0	----	----	----
21.					10.0	9.7	10.1		13	13	15		7	17	9		49.4	38.9	30.8		46.7	37.9	30.9	
21.	ALL								576	142	182	17	55	42	89	25	83.6	46.2	42.3	28.2	72.8	39.4	41.3	31.0
18.									3		3	1	1	4	12	4	----		----	----	----	----	----	----
27.	ALL	63.			5.9	7.8	8.2	4.0	528	171	133	32	30	28	33	7	76.2	54.2	44.4	28.5	66.2	50.4	42.0	21.9
7.	ALL	82.	ALL						29	16	7		1	1	1		----	----	----		----	----	----	
26.	ALL	94.	14.		9.7	7.5	7.9		17	44	39		2	9	18		----	36.8	30.6		----	34.8	29.6	
22.	97.	74.	13.						19	14	11	7	17	24	21	11	40.3	33.3	30.2	28.7	37.3	31.6	29.4	27.7
23.	97.	64.	2.		15.4	14.3	15.1	----	45	30	19	4	24	25	31	6	62.0	40.7	32.4	----	53.6	41.7	33.0	----
13.	ALL	78.	20.						36	6	4	1	9	3	6	4	41.0	----	----	----	38.6	----	----	----
22.	82.	23.							11	8	1			5	2	1	----	----	----			----	----	----
14.	ALL	91.	37.						46	10	8	2	23	13	19	7	42.9	36.7	29.1	----	38.4	32.0	30.2	----
28.	98.	89.	8.		7.1	9.5	10.3	----	212	194	154	1	25	87	71	3	61.1	46.8	42.9	----	59.5	45.1	38.3	----
20.	ALL	ALL			9.0	9.7	7.5		6	4	3		5	4	7		----	----	----		----	----	----	
22.	ALL	90.	38.		12.5	13.8	11.9	----	3	4	2		9	16	6	2	----	----	----		----	----	----	----
9.	99.	87.	64.						81	47	51	2	30	36	44	3	48.7	41.2	34.2	----	46.6	38.5	33.5	----
23.	98.	56.			5.3	5.7	6.1	7.5	33	11	10	3	25	39	45	8	53.8	44.3	33.2	----	55.8	42.0	34.3	----
26.	98.	86.	1.		8.1	9.1	12.7	8.5	82	37	26	2	35	33	44	10	60.6	43.1	33.9	----	59.0	42.5	33.9	----
20.	91.	67.	20.		9.7	9.6	11.6	13.2	37	28	28	10	8	17	28	6	46.7	38.0	29.2	22.1	42.8	34.1	24.5	29.9
25.	98.	74.	40.		3.2	3.7	3.4	3.5	61	16	18	4	31	23	17	13	42.9	32.8	33.7	----	38.8	34.5	28.8	----
32.	ALL	87.			7.0	7.4	7.3		20	38	22		4	8	13		----	36.1	29.8		----	35.7	28.6	
22.	89.	28.			7.8	6.6	6.4	14.8	82	44	19	3	12	21	14	9	60.2	45.9	38.7	----	59.1	43.3	40.7	----
24.	97.	85.	2.		8.8	8.0	9.0		110	102	72	1	21	41	31	1	64.1	47.6	39.0	----	58.1	43.4	38.2	----
25.	97.	83.	17.		3.0	3.0	2.0	2.0	162	169	61	2	28	47	29	7	60.7	47.5	40.7	----	57.7	45.9	37.9	----
21.	99.	89.	6.		3.1	4.2	5.4	----	583	247	143	5	68	78	90		62.9	49.1	38.7	----	58.7	47.0	35.5	
22.	99.	93.	25.						134	135	42	1	32	74	47	2	59.4	48.8	40.7	----	56.6	47.9	38.6	----
28.	ALL	ALL			6.5	7.5	7.9	----	38	31	28		43	18	52	1	60.7	43.4	35.9		59.3	42.7	34.8	----
24.									22	74	24	1					----	----	----	----				
23.	ALL	97.	16.		10.0	12.1	14.4	13.5	40	31	32	5	6	4	11	5	56.0	----	39.4	----	52.4	----	36.6	----
25.	99.	85.	51.						56	32	35		22	9	14		46.0	39.4	34.3		45.5	36.7	33.5	
21.	95.	ALL							25	5	13		14	8	18		55.7	----	30.1		48.4	----	29.7	
19.	ALL	83.			13.2	16.5	18.3	----	4	2	3	1	5	10	16	1	----	----	----	----	----	----	----	----
29.	ALL	92.			6.8	8.2	7.9		71	12	61		6	12	33		60.0	42.3	36.0		43.7	41.0	34.9	
26.	96.	84.	5.		6.5	6.2	7.7		69	61	47		1	7	9		----	47.4	41.3		----	42.1	41.3	
8.					0.0	0.0	0.0	0.0	54	43	6	3	30	12	14	11	47.6	41.3	34.6	----	46.2	40.3	34.2	----
29.	ALL	82.	15.		10.0	11.3	10.0	----	29	13	8	3	6	4	5	1	38.6	----	----	----	38.8	----	----	----
22.	ALL	93.	10.		6.4	9.2	9.2	----	40	22	18	2	5	6	13	3	----	37.5	31.3	----	----	35.7	27.9	----
25.	ALL	68.	19.		10.6	6.0	9.6	----	27	15	10	1	2	4	6	4	----	----	30.5	----	----	----	28.8	----
23.	ALL	73.	10.		7.7	6.6	11.3	----	18	15	15	2	5	15	16		----	32.4	25.9	----	----	30.4	26.4	
26.	84.	12.							126	33	31	3	16	9	17	4	39.8	35.5	30.7	----	40.7	35.3	29.7	----
21.									25	9	7	1	5	2	2		----	----	----	----	----	----	----	
29.	97.	85.	29.	6.	5.4	5.4	5.4	4.6	170	122	136	21	29	25	71	30	49.1	41.6	34.4	28.3	46.3	39.2	31.5	24.3
21.	ALL	92.	14.						7	9	6	2	1	3	1	1	----	----	----	----	----	----	----	----
26.	ALL	ALL	80.		6.2	5.5	8.2	7.4	39	52	17	12	7	31	28	17	46.4	41.6	36.4	30.9	45.7	40.6	35.1	27.8
31.																								
27.	98.	87.	37.	19.	7.5	7.0	7.3	7.1	224	120	77	7	59	60	80	9	49.0	40.7	34.8	31.3	46.0	37.6	32.6	28.1
29.	91.	85.	44.	81.					118	130	117	18	7	32	51	8	42.6	37.4	33.7	31.0	41.5	35.8	32.6	30.2
25.	98.	80.	25.						44	55	6	5	2	5	2		----	----	----	----	----	----	----	
---					----	----	----		2	1	2						----	----	----					
19.	82.	94.	42.						11	14	11			3	8	1	----	----	22.6			----	20.0	----
26.	94.	77.	19.		5.5	5.8	6.7	----	81	68	24	1	12	33	28	7	47.3	39.7	29.3	----	42.2	38.7	29.7	----
20.					7.9	----		----	6	3				1			----	----				----		
33.	ALL	89.	4.		4.2	7.0	11.0	----	58	33	23	1	5	12	22	2	----	35.2	28.7	----	----	34.4	28.2	----
24.	97.	77.			6.0	6.0	6.0		35	16	11	1	3	6	8		----	38.0	30.0	----	----	35.2	31.5	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MICHIGAN (CONTD)																				
Lake Superior State Univ.		IIB	2	2	1	3	41.2	35.3	30.8	23.5	34.4	2	2	1	2	52.2	45.0	39.2	30.0	43.7
Lansing Community College	80	III	3	2	1	1	39.1	35.6	32.2	28.4	34.0	3	2	1	1	49.5	45.3	41.3	36.8	43.4
Madonna College	89	IIB	3	3	3	2	37.2	31.6	27.7	24.8	29.5	3	3	3	3	43.5	37.1	32.2	28.4	34.4
Mercy College of Detroit		IIB	4	4	4	3	33.4	29.3	23.8	22.1	26.6	4	4	4	3	39.8	36.1	28.9	27.5	32.5
Michigan State University		I	3	3	4	3	57.1	43.5	34.9	26.2	48.0	3	2	2	2	71.2	55.9	46.0	35.6	60.8
Michigan Technological Univ.		IIA	1	2	1	3	57.9	42.0	35.6	25.7	41.8	1	1	1	2	73.8	54.6	46.8	34.9	54.4
Nazareth College		IIB	4	4	4		32.1	27.4	23.7	-----	25.9	5	5	5		37.1	30.6	26.9	-----	29.4
Northern Michigan University		IIA	3	3	4	3	45.6	38.6	28.5	26.0	37.5	3	2	4	2	58.2	49.4	37.0	33.7	48.1
Oakland University		IIA	2	2	1	1*	50.7	41.6	35.9	32.5	42.6	2	1	1	1*	65.9	55.0	47.6	42.5	55.9
Olivet College		IIB	4		5		32.3	-----	22.3	-----	25.2	3		5		43.2	-----	27.2	-----	31.7
Reformed Bible College		IIB					-----	-----	-----		26.4					-----	-----	-----		33.2
Sacred Heart Major Seminary		IIB					-----	-----	-----	-----	25.2					-----	-----	-----	-----	30.2
Saginaw Valley State Univ.		IIA	4	3	3	2	42.4	36.6	31.7	28.0	38.0	3	3	3	2	53.6	46.4	40.5	35.1	48.2
Siena Heights College		IIB		4	3			29.8	27.3	-----	27.5		3	3			37.5	34.2	-----	34.5
Spring Arbor College		IIB	5	5	5		30.0	27.0	23.2	-----	26.3	5	4	4		37.0	34.6	29.6	-----	33.1
University of Detroit	150	IIA	3	3	3	4	46.2	37.7	32.1	23.6	37.9	3	3	3	4	57.2	47.3	39.7	28.7	47.0
Univ.of Michigan-Ann Arbor		I	1	1*	1*		67.3	50.0	41.8	-----	53.7	1	1	1*		81.9	62.7	53.2	-----	66.6
Univ.of Michigan-Dearborn		IIA	3	3	2		47.8	37.4	33.3		38.5	2	3	2		59.1	47.2	42.4		48.4
Univ.of Michigan-Flint		IIA	2	2	3		48.3	39.6	32.4	-----	37.1	2	2	2		60.6	50.5	42.0	-----	47.5
Wayne State University	4	I	3	2	1		57.6	44.2	38.8	-----	45.4	3	2	1		71.3	55.8	48.5	-----	56.7
Western Michigan University		I	5	4	5	5	48.8	39.6	32.8	21.5	40.9	5	4	4	5	59.6	48.6	40.4	26.8	50.1
Western Theological Seminary		IIA	5				36.2	-----	-----		33.4	5				43.2	-----	-----		39.9
William Tyndale College		IIB					-----	-----	-----		25.6					-----	-----	-----		32.4
MINNESOTA																				
Augsburg College		IIB	3	3	3		37.0	31.0	27.1	-----	30.9	3	2	3		48.8	41.2	32.0	-----	39.0
Bemidji State University	1	IIA	3	4	4	4	44.6	34.7	30.0	23.3	35.1	3	3	3	3	56.2	44.7	39.2	31.3	45.1
Bethel College		IIB	3	4	4	3	35.9	29.5	25.6	22.0	29.4	3	3	3	4	46.8	37.0	31.9	26.1	37.1
Carleton College		IIB	1	1*	1*	1	52.7	41.3	33.9	27.4	43.0	1	1	1*	1	67.2	51.9	42.4	33.6	54.3
College of Saint Benedict		IIB	3	2	3	3	39.8	33.4	27.2	23.2	30.2	3	2	3	3	47.6	41.0	32.4	27.7	36.5
College of St. Catherine		IIB	3	2	3	3	37.7	33.2	26.5	22.1	31.0	3	3	3	4	43.5	39.4	31.3	25.9	36.4
College of St. Scholastica		IIB	2	2	2	1	42.3	33.3	28.1	26.7	30.2	2	3	3	1	50.0	40.3	34.0	33.1	36.5
College of Saint Thomas		IIA	2	3	3	2	48.1	37.0	31.9	26.9	34.6	2	3	3	2	59.5	46.3	40.0	34.2	43.3
Concordia College-Moorhead		IIB	2	2	2	2	43.9	36.6	29.3	25.0	34.8	2	2	2	2	53.2	45.0	35.0	29.1	41.9
Concordia College-St. Paul		IIB	3	3	2		36.1	32.2	28.3	-----	31.2	4	3	2		42.6	38.6	34.4	-----	37.5
Gustavus Adolphus College		IIB	2	2	2	1	42.4	36.4	29.7	26.3	35.6	2	1	1	1	54.1	46.9	37.8	35.9	45.7
Hamline University	69	IIB	2	3	3		42.0	32.8	27.9	-----	36.0	2	2	2		51.9	41.1	34.4	-----	44.6
Macalester College		IIB	1*	1	1	1	54.0	39.9	31.9	28.4	42.8	1	1	2	1	63.6	47.3	37.4	32.9	50.3
Martin Luther College, Dr.		IIB									18.0									25.2
Metropolitan State Univ.	1	IIB	1	1	1		49.7	39.3	31.8	-----	39.5	1	1	1		60.7	48.4	39.1	-----	48.6
Minneapolis Coll.Art&Design		IIB	3	3	4		36.0	30.1	25.0	-----	30.1	4	3	4		42.7	36.7	28.8	-----	35.8
Moorhead State University		IIA	2	2	3	3	50.5	40.1	31.9	25.2	38.9	2	2	2	3	62.8	50.9	41.1	32.9	49.3
North Central Bible College		IIB		5	5		-----	25.4	21.5		23.4		5	5		-----	30.4	26.0		28.3
Northwestern College		IIB	4	4	3		33.1	28.8	26.3	-----	28.5	4	3	3		39.7	36.8	31.5	-----	35.0
Northwestern Coll. of Chiro.		IIB		3	2		-----	32.5	28.3	-----	28.5		3	3		-----	37.9	33.1	-----	33.5
Saint Cloud State University		IIA	3	3	3	3	47.7	38.7	31.6	24.4	39.0	2	2	3	3	59.8	49.0	40.6	32.5	49.5
St. John's University		IIB	1	1	2	2	45.8	37.2	30.1	24.9	35.8	1	1	1	1	61.5	48.6	38.2	33.4	46.8
Saint Mary's Coll. of Minn.		IIA	4	5	5		40.4	32.9	25.3	-----	34.0	5	5	5		47.8	39.5	30.4	-----	40.5
St. Olaf College		IIB	1	1	1	1	48.1	37.2	30.5	26.4	37.5	1	2	2	1	59.8	45.6	37.4	32.3	46.3
Southwest State University	1	IIB	1	1	1	4	46.4	37.6	31.5	21.8	38.5	1	1	1*	2	60.1	49.6	42.1	30.5	50.5
United Theol.Sem.Twin Cities		IIA	5				30.4	-----	-----		28.6	5				39.3	-----	-----		37.3
Univ. Minnesota-Twin Cities		I	3	3	2	2	58.5	42.6	37.0	30.3	49.2	3	3	1	1	73.0	54.7	47.9	39.8	62.2
Univ. Minnesota-Duluth		IIA	2	3	3	2	49.0	38.7	32.0	28.1	38.4	2	2	2	1	62.2	49.8	41.8	37.1	49.4
Univ. Minnesota-Morris		IIB	1	2	1	2	46.6	35.2	30.5	25.8	33.9	1	2	1	1	59.2	45.5	39.9	34.3	43.9
Univ. of Minn.-Crookston		III		2	1	2	-----	37.8	32.3	26.1	33.2		1	1	2	-----	48.6	42.1	34.6	43.2
Univ. of Minn.-Waseca		III		2	2	3	-----	35.0	31.2	24.0	32.6		2	1	3	-----	45.3	40.7	32.1	42.4
Winona State University	1	IIB	1	1	1	2	47.2	39.0	31.7	23.8	39.1	1	1	1	1	58.1	49.2	41.3	32.8	49.3
MISSISSIPPI																				
Alcorn State University		IIB	4	3	4	5	34.4	31.6	25.3	19.3	25.1	3	3	3	4	43.4	39.8	31.9	24.3	31.6
Belhaven College		IIB	5	5	5		28.2	23.9	23.1	-----	24.9	5	5	5		34.1	28.9	28.0	-----	30.2
Blue Mountain College		PNA																		
Delta State University		IIA	5	5	5	5	35.9	28.7	25.1	22.2	29.0	5	5	5	5	42.8	34.5	30.2	26.8	34.8
Jackson State University		IIA	5	5	5	4	35.8	32.9	27.8	22.8	30.1	5	5	5	4	43.3	39.9	33.8	27.9	36.6
Millsaps College		IIB	2	3	2		43.3	32.8	29.4	-----	34.2	2	3	2		52.7	40.2	34.9	-----	41.4
Mississippi State University		I	5	5	4	5	46.4	37.8	33.4	22.3	38.9	5	5	5	5	55.0	45.0	39.8	26.7	46.3
Mississippi Univ. for Women		IIA	5	5	5	4	33.9	29.9	25.8	22.6	29.1	5	5	5	5	41.0	37.1	31.5	27.5	35.4
Mississippi Valley St. Univ.		IIB	4	4	4	4	31.0	27.1	23.8	21.4	25.7	4	4	4	3	37.8	33.1	29.2	26.4	31.5
Reformed Theological Sem.		IIA	3				44.0	-----	-----		41.3	4				52.9	-----	-----		49.6
Rust College		IIB		5	5	5	-----	22.7	20.0	18.0	19.9		5	5	5	-----	27.1	24.1	21.8	23.9
Tougaloo College		IIB	5	5	5	4	23.8	19.3	15.0	20.9	18.7	5	5	5	4	28.0	22.7	17.8	24.5	22.0
University of Mississippi		I	5	5	5	5	47.4	36.4	31.7	22.9	37.4	5	5	5	5	56.3	43.6	38.0	27.8	44.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	90.	57.		12.8	11.2	12.2	----	26	28	22	8	1	11	15		----	35.8	31.4	----	----	34.1	30.0	
28.					9.0	9.0	9.0	9.0	31	38	19	25	13	18	13	22	40.5	36.2	33.1	29.2	35.8	34.2	31.0	27.5
16.					7.5	8.4	7.3	7.1	5	8	15	3	9	5	21	10	----	----	28.9	----	----	----	26.8	----
22.	92.	63.	7.		0.0	0.0	0.5	0.0	7	14	10	1	5	13	19	15	----	30.4	24.7	----	----	28.0	23.3	----
27.	ALL	93.	5.		6.7	6.9	6.8	10.9	872	353	247	34	106	131	153	38	57.9	44.4	35.8	26.4	51.0	41.2	33.6	26.0
30.	94.	90.	16.		5.2	5.5	6.0	6.2	67	102	83	17	4	17	14	11	----	42.8	36.3	27.9	----	37.7	31.1	22.4
13.	83.	86.	6.		4.8	6.6	5.3	----	2	1	9		4	6	9	2	----	----	23.8		----	----	23.6	----
28.	99.	85.	8.		5.8	6.4	6.6	5.7	129	47	36	21	15	31	30	13	46.0	40.8	28.8	27.5	42.5	35.2	28.2	23.5
31.	ALL	94.	7.		6.0	6.8	7.8	6.5	99	100	56	2	13	29	41	12	51.2	42.2	37.7	----	46.8	39.4	33.4	----
25.	ALL		5.		9.7	----	8.1	----	7	5	11	2	1		9	1	----	----	22.8	----	----		21.6	----
26.					----	----	----		3	4	1				1		----	----	----				----	
20.									4	2	5	3	1	1		1	----	----	----	----	----	----		----
27.	91.	74.	38.	40.	6.4	8.6	5.1	7.6	64	27	18	4	13	12	11	6	43.1	36.9	32.5	----	39.0	36.1	30.3	----
26.						6.6	5.2	----		12	17	4		6	13	1		30.2	28.0	----		29.2	26.3	----
26.	ALL	83.	38.						13	14	10	2	1	4	6	1	----	----	22.9	----	----	----	23.8	----
24.	97.	ALL	19.						64	52	53	5	9	18	24	6	46.3	39.7	33.7	----	45.6	32.1	28.8	----
24.	97.	86.			5.7	6.4	7.6	----	767	258	308	3	68	91	155	1	68.0	51.1	43.4	----	59.2	47.0	38.7	----
26.	ALL	89.			6.1	6.2	8.1		55	48	24		7	14	8		48.4	38.0	34.3		43.1	35.5	30.4	
28.	90.	92.			7.7	7.6	9.7	----	32	40	36	1	8	13	15		49.2	40.5	32.1	----	45.0	37.0	33.3	
25.	96.	83.	20.		4.9	6.2	6.7	----	262	194	131		28	62	80	2	58.1	44.4	40.2		53.3	43.7	36.5	----
23.	ALL	91.	21.		6.6	6.7	7.6	6.6	265	182	102	11	39	57	71	27	49.2	40.3	34.8	22.3	46.3	37.5	29.8	21.2
20.	ALL								7	2	1		1				----	----	----		----			
27.									2		4			1			----		----			----		
26.	ALL	82.	9.		7.9	8.0	8.2	----	28	11	20	2	6	6	24	3	37.0	30.8	28.1	----	36.9	31.2	26.2	----
29.	ALL	75.	32.						86	35	37	12	6	17	28	19	44.5	34.4	30.9	23.6	45.3	35.4	28.9	23.1
27.	97.	68.	3.		8.3	7.0	7.5	6.9	26	28	21	2	3	6	13	7	----	29.5	25.6	----	----	29.6	25.5	----
26.	99.	83.			6.3	7.7	11.0	10.2	65	13	30	3	8	10	21	8	53.3	41.4	33.9	----	47.8	41.2	33.8	----
21.	ALL	ALL	15.		5.0	5.8	6.8	----	5	21	19	1	5	17	27	10	----	33.1	26.5	----	----	33.8	27.7	----
18.	ALL	82.	18.	14.	6.0	6.0	6.0	6.0	8	20	9	5	17	31	24	9	33.9	32.8	27.1	----	39.4	33.5	26.3	----
21.	80.	78.	21.	5.	6.5	8.1	7.8	6.7	2	13	18	4	8	10	25	16	----	33.2	28.7	----	----	33.5	27.6	----
25.	83.	93.	38.	3.	7.4	7.4	7.4	7.4	26	56	79	20	4	14	35	14	----	37.8	33.2	27.2	----	33.8	29.0	26.4
21.	98.	89.	25.		8.0	8.5	10.7	9.9	45	29	33	11	5	9	26	10	----	36.4	29.7	24.6	----	37.5	28.8	25.5
20.	ALL	47.			3.0	3.0	3.0	----	12	15	16	1		2	6	1	----	----	28.3	----		----	28.3	----
28.	ALL	96.	14.		2.5	3.4	4.2	4.0	41	37	24	4	6	8	19	7	42.8	36.7	29.7	----	39.4	34.9	29.6	----
24.	95.	75.							38	15	12	1	6	5	10	1	42.5	----	27.4	----	38.9	----	28.5	----
18.	96.	95.	4.		7.7	8.8	12.4	----	45	27	11	4	6	12	14	5	54.1	40.4	31.9	----	53.0	38.8	31.9	----
40.																								
23.	86.	47.	6.		5.0	5.8	5.4	----	9	6	9	1	5	11	8		----	40.8	33.0	----	----	38.6	30.4	
19.									16	7	9	1	2	14	8	1	----	30.5	24.8	----	----	30.0	25.1	----
27.	96.	76.	40.						96	62	59	19	17	28	54	27	51.4	39.8	32.8	24.6	45.4	40.7	31.0	25.6
21.									1	11	8			1	8		----	----	21.3			----	21.6	
23.					5.0	7.3	7.2	----	9	10	14	1	1	6	6		----	29.6	27.6	----	----	27.4	23.3	
18.									2	6	27		1	2	5	3	----	----	----		----	----	----	----
27.	94.	63.	32.						203	82	97	26	31	41	70	26	48.0	39.5	32.8	25.3	46.2	37.0	29.9	23.6
31.	96.	98.	21.		7.3	6.4	7.4	7.4	23	43	27	6	1	10	12		----	38.2	30.9	----	----	33.0	28.2	
19.	97.	68.			10.0	10.0	10.0		25	21	11	1	4	4	4	1	----	----	----	----	----	----	----	----
23.	99.	97.	12.		6.4	8.4	11.3	8.2	69	54	45	5	6	25	39	10	48.5	37.8	30.5	----	43.3	35.8	30.5	----
31.	96.	78.	21.						48	24	21	2	4	8	13	7	----	37.3	33.1	----	----	38.6	29.0	----
30.	78.				5.0	----			7	1			2	1	1		----	----			----	----	----	
26.	97.	93.	9.						661	326	188	4	86	126	111	14	59.1	43.7	38.6	----	53.8	39.8	34.4	----
29.	ALL	89.	21.						65	68	60	12	6	28	31	8	49.3	39.4	33.1	29.0	45.8	37.1	29.9	26.7
30.	ALL	ALL	31.						24	15	19	23	3	5	10	11	----	----	30.9	26.0	----	----	29.7	25.4
30.		ALL	88.						2	12	15	4		1	9	3	----	----	33.1	----		----	31.0	----
30.		ALL	46.						5	12	11			2	2	6	----	----	----			----	----	----
26.	89.	55.	24.		5.0	4.7	4.0	3.2	99	52	39	8	15	28	37	15	47.7	39.5	31.4	24.0	44.1	38.1	31.9	23.7
26.	92.	45.	15.		0.4	1.6	0.2	0.2	10	21	22	29	3	10	18	29	----	31.5	25.1	19.5	----	31.8	25.6	19.1
21.	73.	88.	27.						11	4	6	1		4	5		----	----	----	----		----	----	
20.	80.	18.	10.		9.3	10.7	6.9	8.0	53	17	28	17	12	5	20	21	35.9	----	25.3	22.8	35.7	----	24.8	21.6
21.	95.	74.	28.						46	51	64	17	17	33	34	33	36.6	34.2	28.0	24.2	33.8	30.9	27.5	22.1
21.	91.	76.	12.		7.9	5.9	6.1	----	21	22	21		1	11	5	3	----	33.3	----		----	32.0	----	----
19.	92.	76.	11.						299	158	145	23	27	28	50	34	46.8	38.1	34.3	24.8	42.5	36.0	30.7	20.5
22.	93.	83.	42.						21	1	11	3	22	5	20	14	35.6	----	25.8	----	32.2	----	25.9	----
23.	77.	60.	36.		0.1	0.1	0.3	0.0	21	13	24	12	5	2	21	5	----	----	24.1	----	----	----	23.3	----
20.					3.3	----	----		6	4	2						----	----	----					
20.		67.	47.						3	6	10	10	1	3	5		----	----	----	----	----	----	----	
18.	78.	63.	19.						7	11	17	3	2	5	4	6	----	----	----	----	----	----	----	----
19.	92.	84.	10.		0.2	1.0	0.8	3.4	123	98	99	10	9	21	45	17	47.6	37.0	32.9	24.3	44.8	33.6	29.2	22.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSISSIPPI (CONTD)																				
Univ.of Southern Mississippi	160	I	5	4	5	4	50.5	38.1	32.3	23.9	38.1	5	5	5	5	59.6	45.3	38.6	28.8	45.3
William Carey College		IIB	5	5	5		25.9	23.8	20.8	-----	23.9	5	5	5		32.3	29.4	26.0	-----	29.6
MISSOURI																				
Assemblies of God Theol.Sem.		IIA		5			-----	28.0	-----		29.0		5			-----	31.1	-----		32.0
Avila College		IIB	4	4	4	3	31.6	28.6	25.6	23.5	27.5	5	4	4	3	36.8	33.7	29.7	26.5	32.0
Central Bible College		IIB	5	5	5		30.6	25.2	22.1	-----	24.4	5	5	5		33.5	27.7	24.3	-----	26.6
Central Christian Coll.Bible		IIB	5				25.5				25.5	5				28.5				28.5
Central Methodist College		IIB	4	4	4	3	34.8	29.0	24.6	23.5	27.9	4	4	4	3	41.7	34.3	29.5	27.9	33.3
Central Missouri State Univ.		IIA	4	3	3	3	43.5	37.5	32.0	24.1	36.0	4	3	3	4	52.6	45.5	39.0	29.7	43.7
Columbia College		IIB	5	4	4	3	30.8	28.4	25.2	22.8	26.9	5	4	4	3	36.4	34.7	30.4	27.8	32.4
Conception Seminary College		IIB									-----									-----
Concordia Seminary		IIA	5	5	5		30.7	27.9	23.5		26.9	5	5	5		37.5	34.4	29.7		33.4
Cottey College		III	5	5	5		31.7	25.5	21.8	-----	25.1	5	5	5		38.5	31.4	27.0	-----	30.9
Covenant Theological Sem.	1	IIA					-----	-----	-----		27.1					-----	-----	-----		32.0
Culver-Stockton College		IIB	3	4	4		37.4	30.0	24.6	-----	28.7	3	4	4		44.1	35.4	28.7	-----	33.7
Drury College		IIB	3	3	3	2	38.7	32.5	25.8	24.6	32.1	3	3	4	2	48.6	39.5	30.9	30.3	39.6
Eden Theological Seminary		IIA					-----	-----	-----		39.8					-----	-----	-----		45.5
Evangel College		IIB	4	4	5		31.0	27.8	22.2	-----	24.8	4	4	5		37.9	34.7	28.2	-----	31.1
Fontbonne College	57	IIB	5	5	5	5	29.9	23.4	19.6	19.0	22.9	5	5	5	5	35.3	27.9	23.7	23.1	27.4
Hannibal-LaGrange College		III		5	5	5	-----	24.3	23.3	19.0	22.9		5	5	5	-----	30.6	29.3	23.5	28.8
Harris-Stowe State College		IIB	4	4	2	2	34.2	28.7	29.8	25.0	29.1	4	4	2	2	41.6	35.2	36.4	30.7	35.6
Kansas City Art Institute		IIB	4	3			34.9	31.1	-----		31.1	4	3			41.6	36.7	-----		36.8
Lincoln University	4	IIA	5	5	5	4	37.0	30.8	27.8	22.7	28.2	5	5	5	4	44.9	37.6	34.0	28.0	34.5
Lindenwood College		IIA	5	5	5		32.2	27.8	23.8		27.2	5	5	5		37.8	33.2	27.3		31.9
Logan Coll.of Chiropractic		IIB	2	3	2	3	41.9	30.9	29.2	21.9	29.3	3	4	3	4	48.0	36.0	34.0	26.0	34.2
Maryville College		IIB	3	3	4	4	38.0	30.1	25.4	21.1	30.0	3	4	4	4	44.1	35.5	30.3	24.1	35.0
Missouri Baptist College		IIB			5	4	-----	-----	21.5	21.1	22.7			5	3	-----	-----	27.3	26.8	28.7
Missouri Southern State Coll		IIB	2	2	1	1	44.3	36.5	30.5	26.8	33.4	2	2	2	1	53.5	44.1	37.3	33.0	40.7
Missouri Valley College		IIB		5	5	5	-----	26.7	23.3	18.3	23.6		5	5	5	-----	30.7	26.9	21.4	27.3
Missouri Western State Coll.		IIB	2	2	2	2	42.0	35.5	29.2	25.1	33.8	2	2	2	2	50.9	43.1	35.7	30.9	41.1
Nazarene Theol. Seminary		IIA	5				33.3	-----	-----		32.6	5				45.3	-----	-----		44.4
Northeast Missouri St. Univ.		IIA	3	3	3	3	45.9	36.3	30.8	25.8	34.4	3	3	4	3	55.2	44.0	37.6	31.7	41.7
Northwest Missouri St. Univ.		IIA	4	4	4	4	43.4	35.5	29.5	22.6	32.5	4	4	4	4	52.5	43.2	36.2	28.0	39.7
Park College		IIB	5	5	5		30.1	24.2	21.0	-----	24.2	5	5	5		35.2	28.1	25.1	-----	29.5
Rockhurst College		IIB	2	2	2	1	40.3	34.5	29.0	26.4	31.9	2	2	3	2	50.6	42.2	34.1	30.4	38.4
St.Louis College of Pharmacy		IIB	2	1	1		43.7	37.5	32.6	-----	36.9	2	2	1		51.5	43.9	37.6	-----	42.9
St.Louis Com.Coll.Florissant		III	2	1	1		45.2	39.4	33.6	-----	41.3	2	2	2		52.6	46.1	39.7	-----	48.2
St.Louis Com.Coll.Forest Prk		III	2	1	2	2	45.0	39.6	32.1	27.6	38.7	2	2	2	2	52.2	46.2	37.8	32.8	45.1
St.Louis Com.Coll.at Meramec		III	1	1	2	2	45.8	38.3	31.9	27.1	39.4	2	2	2	2	53.3	44.9	37.8	32.5	46.2
Saint Louis Univ.-Main		I	4	5	4	3	52.1	37.9	33.8	25.7	41.4	4	5	4	4	60.8	44.9	40.2	30.8	48.7
School of the Ozarks		IIB	3	3	2		39.1	32.9	30.2		34.4	3	3	2		46.6	39.5	36.4		41.3
Southeast Missouri St. Univ.		IIA	4	3	3	3	42.0	35.9	30.9	25.2	34.6	4	4	4	3	50.3	43.2	37.2	30.6	41.7
Southwest Baptist University		IIB	5	5	5	5	30.3	23.9	22.6	19.9	24.8	4	5	4	3	39.0	31.4	30.3	27.4	32.8
Southwest Missouri St. Univ.		IIA	3	2	3	3	46.2	39.7	32.3	24.6	36.7	3	3	3	3	55.6	48.0	39.3	30.3	44.5
Stephens College		IIB									24.7									30.3
Tarkio College	10	IIB		3	4		-----	31.7	24.4	-----	25.9		4	5		-----	36.0	28.0	-----	29.6
Univ.of Missouri-Columbia		I	5	5	4	5	50.1	38.0	34.4	23.0	40.8	5	5	4	5	59.4	45.6	41.2	27.7	48.7
Univ.of Missouri-Kansas City		I	5	5	4	4	48.4	37.3	33.0	25.1	40.3	5	5	5	4	57.4	44.7	39.5	30.2	48.0
Univ.of Missouri-Rolla		I	4	3	2		52.5	41.5	36.9	-----	46.2	4	4	3		62.4	49.9	44.3	-----	55.1
Univ.of Missouri-St. Louis		I	4	4	4	1	50.6	38.4	33.4	34.3	40.1	5	5	5	1	59.9	45.9	39.8	40.7	47.8
Washington University		I	2	2	3	2	62.5	45.6	36.4	28.7	50.1	2	2	4	3	76.0	55.0	43.0	34.0	60.5
Webster University		IIA	4	5	5		41.2	32.8	26.6	-----	32.1	4	5	5		50.0	40.2	33.0	-----	39.4
Westminster College		IIB	3	3	3		36.7	31.2	26.2	-----	31.1	3	3	3		44.3	38.1	31.8	-----	38.0
William Jewell College		IIB	3	3	3		36.3	30.5	26.0	-----	30.7	3	3	3		46.1	37.8	33.3	-----	38.8
William Woods College		IIB	5	5	4	4	30.7	23.4	23.9	20.7	24.9	5	5	4	4	37.2	28.7	29.0	24.7	30.2
MONTANA																				
Carroll College		IIB	4	4	4		34.8	29.0	24.4	-----	28.0	4	4	4		42.5	35.3	28.8	-----	33.9
College of Great Falls		IIB	5	5	5		27.7	22.8	21.5	-----	23.5	5	5	5		33.1	27.3	25.5	-----	27.9
Eastern Montana College	52	IIA	5	5	5	5	32.8	29.2	25.0	21.6	28.5	5	5	5	5	39.6	35.4	30.6	26.6	34.6
Montana Coll.Min.Sci.& Tech.		IIA	5	3	5	5	39.3	36.1	28.2	22.2	34.8	5	4	5	5	46.9	43.2	34.1	27.2	41.7
Montana State University		I	5	5	5	5	40.4	32.7	28.8	22.1	33.8	5	5	5	5	48.4	39.5	34.9	27.2	40.7
Rocky Mountain College		IIB	5	5	5		30.8	26.2	21.2	-----	24.2	5	5	5		36.4	31.2	25.5	-----	28.9
University of Montana		I	5	5	5	5	35.5	29.8	26.3	20.2	31.9	5	5	5	5	42.1	35.9	31.5	24.6	38.0
Western Montana College	166	IIA	5	5	5		31.1	25.6	21.7	-----	23.9	5	5	5		37.4	31.1	26.6	-----	29.2
NEBRASKA																				
Bellevue College		IIB		5	5		-----	25.1	21.7	-----	22.9		5	5		-----	29.2	25.3	-----	26.7
Bishop Clarkson College		IIB	3	2	1		39.7	33.8	31.0	-----	32.9	4	4	3		42.6	36.3	33.3	-----	35.4
Chadron State College		IIA	4	4	4	4	41.9	34.1	28.9	23.7	34.4	4	5	4	4	49.6	40.8	34.8	28.8	41.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	92.	65.	14.		0.3	0.8	2.2	7.6	151	124	104	25	16	38	84	44	50.8	38.9	34.4	24.2	47.4	35.4	29.7	23.7
24.	55.	6.	71.						9	12	4		2	6	3	4	----	23.7	----		----	24.0	----	----
10.									3	6	1						----	----	----					
16.					3.7	3.4	3.3	9.6	5	11	5	1	3	8	8	6	----	28.0	----	----	----	29.5	----	----
9.									5	7	6	2	1	3	4	3	----	----	----	----	----	----	----	----
12.									6								----							
19.	ALL	76.			8.4	8.0	10.6	----	11	13	7	2		4	13	4	----	----	26.1	----		----	23.7	----
21.	98.	88.	36.	11.	9.8	7.4	7.4	8.2	131	83	80	15	23	9	49	39	43.4	37.7	32.7	25.0	44.1	36.5	30.9	23.8
20.	ALL	88.	19.		5.3	6.6	12.0	----	6	4	7	6	5	4	9	1	----	----	25.9	----	----	----	24.7	----
---																								
24.	ALL	64.							7	11	11						----	----	----					
23.	ALL	ALL	20.						3	5	3	1	5	4	7	4	----	----	----	----	----	----	----	----
18.					----	----	----		3	4	1						----	----	----					
17.	ALL	61.	19.		6.0	7.5	9.4		6	15	10	1		3	6		----	----	25.4	----		----	23.4	
23.	ALL	52.			----	----			25	17	10	3	3	6	5	5	----	34.0	----	----	----	28.2	----	----
14.									4		4			2			----		----			----		
25.	ALL	65.	20.		3.5	3.5	3.5	----	13	14	30	2	2	3	19		----	----	22.5	----	----	----	21.9	
20.	ALL	62.	13.		5.8	12.2	8.2	4.0	5	9	8	1	4	12	7	5	----	22.9	19.9	----	----	23.7	19.2	----
26.									1	8	10	2		1	6	4	----	----	24.6	----		----	21.1	----
22.	86.	78.	54.	10.	5.8	6.7	4.7	7.4	5	6	3	4	2	3	10	6	----	----	----	----	----	----	----	----
18.	ALL	ALL			5.4	8.7	----		15	11	1		1	1	4		----	----	----		----	----	----	
22.	ALL	39.	21.						13	14	19	11	4	4	14	15	----	----	28.7	22.7	----	----	26.7	22.7
17.	ALL	95.	20.		8.6	9.7	3.4		9	16	7		2	6	13		----	28.3	22.7		----	26.6	24.3	
17.	50.								5	6	8	8	1	3	3	4	----	----	----	----	----	----	----	----
17.	ALL	54.			10.0	9.0	12.0	12.0	17	3	5	2	8	10	14	11	38.1	----	----	----	37.8	----	----	----
26.			86.	91.	----	----	----	4.0	1	1	5	8		3	2	3	----	----	----	----		----	----	----
22.	82.	88.	46.	3.	8.3	7.1	8.8	6.2	36	36	39	24	3	7	26	10	----	36.9	31.2	27.4	----	34.4	29.5	25.5
16.		23.							4	10	12	7		3	6	2	----	----	23.5	----		----	22.8	----
22.	ALL	93.	37.		7.1	8.9	10.2	7.9	33	25	39	4	4	15	23	7	----	35.8	29.8	----	----	34.9	28.3	----
36.	ALL								8	3	3						----	----	----					
21.	95.	92.	27.	15.	6.1	7.0	7.1	7.1	57	52	92	11	6	13	47	28	46.1	36.6	31.2	27.4	44.2	35.2	30.1	25.2
22.	97.	60.	30.						53	38	57	14	5	7	23	20	----	36.0	29.7	22.6	----	33.0	29.1	22.5
22.	ALL	60.			8.5	8.6	8.6	----	9	7	8			3	6	3	----	----	21.9			----	19.9	----
20.	ALL	96.	25.						6	20	18	8	4	7	10	5	----	34.5	29.2	----	----	34.3	28.6	----
16.	ALL	58.	10.		5.0	5.9	10.0	----	7	7	2			5	8	2	----	----	----			----	----	----
17.									46	35	11	2	23	11	9	1	46.0	39.9	34.3	----	43.7	38.1	32.8	----
17.									31	19	5	11	13	21	15	6	45.2	41.1	----	27.5	44.7	38.4	----	27.8
17.									50	38	12	1	17	23	25	6	46.2	39.2	32.6	----	44.5	36.7	31.5	----
18.	ALL	91.	17.	10.	8.4	7.6	9.3	6.7	117	69	45	10	17	32	36	20	52.8	38.8	35.5	24.0	47.4	35.9	31.5	26.6
20.	ALL	96.	46.		15.8	18.0	18.9		24	17	17		7	6	9		39.3	33.0	31.1		38.4	32.3	28.6	
20.	96.	76.	46.	9.					100	85	72	20	13	15	43	35	42.1	36.0	30.8	25.7	40.9	35.2	31.0	24.9
32.	92.	80.	19.		3.2	3.2	3.2	3.2	21	17	13	6	5	3	8	9	----	----	23.8	20.6	----	----	20.7	19.4
21.	98.	87.	31.	25.	7.9	9.6	9.6	10.2	182	105	117	32	21	31	67	29	46.4	40.2	32.6	25.6	44.8	38.2	31.7	23.4
23.																								
14.		14.							3	7	24	4	1		5		----	----	----	----	----		----	
19.	ALL	90.	8.	2.	8.9	9.5	9.5	11.4	330	196	138	29	18	51	87	33	50.2	38.2	35.8	23.1	48.1	36.9	32.4	23.0
19.	99.	87.	9.		7.9	9.0	8.7	6.8	165	119	82	1	18	38	38	9	48.8	38.3	34.4	----	44.7	34.5	30.1	----
19.	99.	92.	14.		8.7	8.9	10.2	----	136	67	45	1	1	7	6	1	----	42.0	36.9	----	----	36.6	36.8	----
19.	ALL	95.	11.		9.5	9.0	8.3	----	70	90	55	5	10	31	32	3	50.8	38.7	34.8	----	49.2	37.7	30.9	----
21.	93.	74.	1.						271	110	110	5	21	20	53	12	62.7	46.5	37.3	----	59.7	40.7	34.4	----
23.	96.	74.	11.						12	24	16	3	12	14	21	1	42.0	34.1	27.2	----	40.5	30.5	26.1	----
22.	93.	ALL	50.		5.4	6.3	6.2	----	13	19	5	1	1	2	3	4	----	----	----	----	----	----	----	----
27.	ALL	58.	34.		5.5	6.7	5.6	----	23	15	13	2	10	4	19	1	37.5	----	27.8	----	33.4	----	24.7	----
21.	ALL	75.	10.						9	4	8	1	4	4	12	7	----	----	23.6	----	----	----	24.1	----
21.	ALL	79.	14.		8.7	9.0	10.4	----	11	20	13	1	2	4	15		----	----	24.9	----	----	----	23.9	
19.	ALL	50.	50.		5.0	6.2	4.9	----	11	6	9	3		2	3	1	----	----	----	----		----	----	----
21.	98.	67.	23.						34	35	27	1	7	11	20	6	32.9	29.9	25.3	----	32.4	26.9	24.6	----
20.	ALL	65.			6.3	10.8	11.5	----	35	21	15	4		5	1	3	----	----	----	----		----	----	----
20.	94.	66.	14.	7.	6.2	7.8	7.1	12.7	159	118	74	8	5	28	59	7	----	32.6	29.7	22.1	----	33.2	27.6	22.2
19.	83.	ALL	19.						5	8	10		1	2	6	3	----	----	21.2		----	----	21.1	----
19.	98.	60.			7.9	8.5	6.6	----	169	64	47	4	27	17	18	11	35.5	30.5	26.3	----	35.5	27.4	26.1	----
22.	83.	56.	19.		0.3	2.3	0.5	----	6	8	10	2		1	11	1	----	----	22.2	----		----	21.2	----
17.									3	10	10	2		4	5	1	----	----	----	----		----	----	----
7.									1		1		5	6	11	5	----		----		----	----	----	----
19.	ALL	71.	29.	20.	7.0	12.1	11.1	15.2	31	15	16	8		2	5	2	----	----	----	----		----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
N E B R A S K A																				
College of Saint Mary		IIB		3	2		-----	32.5	29.6	-----	30.2		3	3		-----	37.5	34.1	-----	34.7
Concordia Teachers College		IIB	5	5	5		28.7	26.3	22.0	-----	26.5	5	5	5		35.2	32.1	27.5	-----	32.5
Creighton University		IIA	2	3	4	5	53.1	38.0	30.3	21.8	37.2	2	4	5	5	60.3	43.5	34.3	24.0	42.3
Dana College		IIB	5	5	4	4	28.0	25.8	24.0	21.2	24.9	5	5	4	4	34.4	31.7	28.3	25.4	30.1
Doane College		IIB	3	3	3		36.8	31.1	26.9	-----	30.0	3	3	3		43.7	36.7	31.8	-----	35.5
Grace College of the Bible		IIB					-----	-----	-----		17.2					-----	-----	-----		23.4
Hastings College		IIB	4	4	4	4	33.6	29.9	24.5	20.9	28.1	4	4	4	4	40.4	36.6	29.5	25.6	34.1
Kearney State College		IIA	4	4	4	4	41.6	34.4	28.8	23.4	32.6	4	4	5	4	49.3	41.1	34.6	28.5	39.0
Midland Lutheran College		IIB	4	5	4		32.0	26.4	24.3	-----	25.9	4	4	4		38.7	32.6	29.2	-----	31.4
Nebraska Christian College		IIB					-----	-----		-----	24.2					-----	-----		-----	28.0
Nebraska Wesleyan University		IIB	3	3	3		38.6	31.0	27.2	-----	33.1	3	3	3		46.8	37.2	33.0	-----	40.0
Peru State College		IIB	2	2	2	3	42.4	34.4	29.9	23.4	31.9	2	2	2	3	50.3	41.0	36.0	28.5	38.2
Union College		IIB	5	5	5		26.0	23.5	22.4	-----	24.1	5	5	5		31.8	28.8	27.4	-----	29.5
Univ.of Nebraska-Lincoln	1	I	4	4	4	5	51.7	38.9	34.5	22.3	42.4	4	5	4	5	60.7	46.4	41.3	27.3	50.2
Univ.of Nebraska at Omaha	1	IIA	4	3	3	1	43.0	35.7	32.2	29.7	36.7	4	4	3	2	50.8	42.5	38.5	35.6	43.5
Wayne State College		IIA	4	4	5	4	41.5	34.1	28.0	23.0	32.7	4	5	5	4	49.4	40.8	33.9	28.1	39.3
York College		III					-----	-----	-----	-----	20.8					-----	-----	-----	-----	23.3
N E V A D A																				
University of Nevada, Reno	4	I	4	3	3		53.0	41.4	35.2	-----	42.4	4	4	4		60.7	47.8	40.9	-----	48.9
Univ. of Nevada-Las Vegas	3	IIA	1	1	2		53.8	43.3	35.2		40.3	2	2	2		61.9	50.2	41.2		46.8
N E W H A M P S H I R E																				
Colby-Sawyer College		IIB	4	4	5		34.1	27.5	22.8	-----	27.4	4	4	4		41.4	34.0	30.3	-----	34.2
Dartmouth College		I	1	2	2	2	65.4	46.1	38.3	29.1	52.7	1	1	2	2	83.1	58.8	47.2	36.2	66.5
Franklin Pierce College		IIB	3	3	3	2	38.7	32.5	27.1	24.4	32.7	2	2	3	2	50.5	41.0	33.9	30.9	41.8
Franklin Pierce Law Center		IIA	1*				60.4		-----		59.7	1				71.4		-----		70.6
New England College		IIB	3	3	4		39.4	30.4	24.1	-----	30.3	3	3	4		48.6	38.4	30.1	-----	37.8
New Hampshire College		IIB	3	4	3	2	39.5	28.9	27.4	24.7	30.9	2	3	2	1	51.5	38.7	37.4	33.4	41.2
N.H. Tech. Coll. Manchester		III	5	5			31.2	26.4	-----	-----	28.7	5	5			38.6	33.3	-----	-----	35.9
N.H. Tech. Coll. at Stratham		III	5	5			30.6	25.9	-----		29.1	5	5			30.6	25.9	-----		36.1
Rivier College		IIA		4	4		-----	33.2	28.3	-----	32.2		5	5		-----	38.8	32.8	-----	37.5
Saint Anselm College		IIB	2	2	2		43.3	35.5	29.1	-----	33.0	2	2	2		52.7	44.2	35.2	-----	40.3
University of New Hampshire	5	I	4	4	5		52.7	40.9	32.9	-----	42.3	4	4	4		64.5	51.0	41.5	-----	52.4
N E W J E R S E Y																				
Bergen Community College		III	1*	1*	1*	2	57.1	47.4	36.3	25.8	44.6	1*	1*	1*	2	69.4	58.6	45.8	33.6	55.2
Bloomfield College		IIB	2	2	3		40.0	33.6	27.9	-----	32.3	2	2	2		50.0	42.4	35.5	-----	40.7
Caldwell College		IIB	3	4	4		35.7	29.8	23.6	-----	27.1	3	4	5		43.4	35.0	27.6	-----	31.9
Camden County College		III	1	1*	1*		47.2	43.4	38.0	-----	38.9	1	1*	1*		59.5	55.3	49.1	-----	50.0
Centenary College		IIB		5	5	5	-----	26.6	22.8	17.4	23.3		5	5	5	-----	31.4	27.1	21.1	27.7
College of Saint Elizabeth		IIB	3	3	3		36.2	33.0	26.8	-----	30.7	4	4	4		39.7	35.3	30.3	-----	33.8
County College of Morris		III	1	1*	1	1	49.8	41.4	33.6	28.2	40.6	1	1	1	1	60.1	50.7	41.7	35.4	49.7
Cumberland County College		III		1	1	1	-----	40.0	35.5	28.0	37.1		1	1*	1	-----	50.9	45.6	36.8	47.5
Drew University	25	I	4	3	5	3	52.2	41.5	31.6	28.0	43.9	4	4	5	3	64.1	50.3	38.4	34.2	53.6
Essex County College		III	1	1*	1	2	49.4	41.8	35.0	26.6	39.6	1	1	1	2	58.9	50.3	42.5	33.0	47.8
Fairleigh Dickinson Univ.	56	IIA	3	3	2	1	46.7	39.0	33.6	30.6	40.2	2	2	2	2	59.9	49.9	41.5	35.4	51.0
Felician College		IIB		4	4	4	-----	29.2	24.5	20.8	24.9		4	4	4	-----	36.4	29.4	24.5	30.0
Georgian Court College		IIB	3	3	1	2	39.1	32.8	30.6	24.5	31.7	3	3	2	2	44.8	38.8	37.0	28.9	37.5
Gloucester County College		III	2	1*	1*	1*	44.5	42.6	40.0	35.6	40.5	2	1*	1*	1*	56.8	54.5	51.5	46.4	52.1
Jersey City State College	99	IIB	1*	1*	1*		54.0	43.8	34.6		43.8	1	1*	1*		63.8	52.5	41.8		52.3
Mercer County Comm. College		III	1	1	2	3	45.9	39.4	32.0	25.3	36.9	2	1	1	2	57.1	49.7	41.1	33.2	46.8
Monmouth College		IIA	2	2	2		51.3	42.3	32.7	-----	41.9	2	1	2		63.9	54.5	42.9	-----	53.6
Montclair State College		IIA	1	1	2	2	53.3	43.3	35.1	27.0	43.7	2	2	2	2	64.4	53.2	43.8	34.4	53.5
New Brunswick Theol.Seminary		IIB					-----		-----		21.5					-----		-----		36.7
New Jersey Inst. of Tech.		IIA	1*	1*	1*		67.8	52.7	44.6		50.8	1*	1*	1*		83.1	65.8	56.5		63.5
Northeastern Bible College		IIB					-----	-----	-----		24.2					-----	-----	-----		29.9
Ocean County College		III	1*	1*	1	2	50.9	45.6	33.5	26.5	39.1	1	1*	1	2	62.5	56.4	42.6	34.2	48.9
Passaic County Comm. College		III		2	3	3	-----	37.7	29.8	24.9	31.9		2	2	2	-----	47.8	38.6	32.9	41.0
Princeton Theol. Seminary		I	3		2		60.8	-----	37.5	-----	52.2	2		1*		79.4	-----	56.3	-----	70.8
Princeton University		I	1*	1	3	2	75.8	47.4	36.5	30.5	57.9	1*	2	3	3	91.8	56.6	43.8	34.6	69.8
Ramapo College of New Jersey		IIB	1*	1*	1*		54.3	44.2	33.7		43.7	1	1*	1*		67.6	56.0	43.8		55.3
Rider College		IIA	1	1	1*		54.9	44.6	39.7	-----	46.3	1	1	1*		67.1	56.0	48.4	-----	57.5
Rutgers,State Univ.-Camden	10	IIA	1*	1*	1*	2	69.9	50.4	39.8	27.3	50.6	1*	1*	1*	2	84.1	62.5	50.2	35.4	62.5
Rutgers,State Univ.-Newark	10	IIA	1*	1*	1*	1	70.0	51.9	43.1	29.8	53.8	1*	1*	1*	1	84.2	64.1	54.1	38.4	66.1
Rutgers,State Univ.-N.Brswck	10	I	1	1	2	4	68.1	48.5	38.2	24.9	52.2	1	1	1	3	82.0	60.2	48.3	32.6	64.1
Saint Peter's College	125	IIB	3	3	3	2	37.4	30.9	26.2	23.8	31.2	3	3	3	2	45.8	38.1	33.1	30.4	38.7
Salem Community College		III			1	1	-----	-----	33.2	20.3	32.7			1	1	-----	-----	41.6	35.9	41.1
Seton Hall University	128	IIA	1	1	2	1	57.2	43.1	34.3	28.8	44.3	1	2	2	3	70.2	53.3	41.1	33.1	53.7
Raritan Valley Comm. College		III	1	1	1	2	47.1	38.9	34.0	25.8	37.6	1	1	1	2	58.6	49.0	43.3	33.6	47.4
Stevens Institute of Tech.		IIA	1*	1*	1		59.9	46.2	38.3	-----	50.3	1	1	1*		72.9	57.6	48.6	-----	62.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.					----	5.0	5.0	----		6	2	1	2	5	14	3		----	----	----	----	----	----	----
23.	95.	56.							20	13	5		2	3	4	1	----	----	----		----	----	----	----
14.	ALL	81.	38.	5.	8.2	5.6	4.6	6.1	62	91	51	9	3	17	50	10	----	38.8	31.8	23.9	----	33.7	28.7	19.9
21.	ALL	ALL	67.		9.1	8.3	8.3	----	8	8	6	3	1		6	3	----	----	24.3	----	----		23.6	----
18.	ALL	75.			7.3	7.6	8.2	----	10	10	15	1	3	2	8	2	----	----	27.0	----	----	----	26.7	----
37.					----	----	----		2	5	3						----	----	----					
21.	89.	74.	18.		6.8	7.0	6.9	7.7	17	16	16	2	1	3	6	5	----	----	24.9	----	----	----	23.5	----
20.	97.	77.	29.	20.	8.8	10.3	9.6	10.2	81	56	71	17	7	13	36	27	41.8	34.4	28.9	22.9	39.4	34.5	28.4	23.7
21.	ALL	89.	42.						8	6	14	2	2	3	10	3	----	----	24.9	----	----	----	23.6	----
16.									3	1		1		1			----	----		----		----		
21.	92.	77.	30.		7.1	8.1	8.5	----	29	14	16		7	8	7	2	39.1	31.2	27.5		36.8	30.7	26.5	----
20.	ALL	55.	50.	73.	7.4	11.6	9.9	10.9	8	10	12	9	1	1	2	2	----	----	----	----	----	----	----	----
22.	88.	56.			3.9	3.9	3.9		12	8	5	1	4	1	8		----	----	----	----	----	----	----	
18.	98.	79.	7.		12.6	12.2	12.3	11.9	420	246	210	19	31	43	91	24	52.0	39.4	35.5	22.2	48.5	36.2	32.2	22.3
19.	97.	78.	22.		9.7	10.1	10.1	9.1	116	98	55	15	14	26	35	14	43.5	35.7	32.0	32.3	39.1	35.9	32.6	27.0
20.	97.	59.	24.	5.	11.3	10.3	10.6	9.7	25	26	11	12	4	8	10	9	----	34.6	28.0	23.7	----	32.7	28.1	21.9
12.					----	----	----	----	2	4	3	2			2	1	----	----	----	----			----	----
15.	94.	77.	7.						111	102	58	1	8	27	40	3	53.3	42.2	35.5	----	49.2	38.4	34.7	----
16.	90.	76.	15.						105	114	111		14	25	49		54.1	43.6	35.7		51.2	42.2	34.1	
25.	63.	69.	29.						6	7	5	1	2	6	2	2	----	29.5	----	----	----	25.2	----	----
26.	98.	83.			6.3	6.9	7.5	----	159	39	76	3	14	27	36	4	66.1	47.2	38.5	----	57.1	44.4	37.9	----
28.					8.4	9.5	12.6	----	18	19	10	1	4	5	3	5	----	----	----	----	----	----	----	----
18.	ALL				5.0		----		13		1		2		1		----		----		----		----	
25.	25.	10.	4.		17.5	10.6	11.3	----	16	15	16	1	4	5	12		----	----	24.7	----	----	----	23.3	
33.	23.				5.0	5.0	5.0	----	18	26	17	2	4	7	8	4	----	28.4	28.6	----	----	30.7	25.0	----
25.									23	8	2	2	4	9			----	27.7	----	----	----	25.2		
24.									11	3			10	3	3		30.7	----			30.4	----	----	
16.		19.			----	12.6	13.4	----	2	12	7		2	14	11	2	----	35.2	28.2		----	31.5	28.4	----
22.	ALL	90.	23.						17	13	38	2	5	7	19	3	----	36.6	29.7	----	----	33.5	27.9	----
24.	97.	96.	6.		9.4	10.1	11.6	----	172	168	98	2	6	69	65	1	52.8	41.5	33.8	----	49.8	39.5	31.5	----
24.	ALL	99.	47.	11.					30	50	24	2	13	32	27	7	58.0	49.0	37.9	----	55.2	45.0	34.8	----
26.	91.	ALL	15.						7	8	8	3	4	2	5	2	----	----	----	----	----	----	----	----
18.	89.				18.9	17.9	16.7	----	3	7	2	2	6	5	13	2	----	----	----	----	----	----	----	----
29.	95.	ALL	80.						18	14	27		3	7	18	3	----	44.9	39.9		----	40.3	35.3	----
19.		ALL							3	3	5	2		3	8	5	----	----	----	----		----	----	----
10.	89.	83.			9.0	9.2	9.7	----			5		9	18	11	3			----		----	----	----	----
22.	ALL	99.	64.						32	46	23	2	13	34	33	5	51.3	41.8	36.0	----	46.1	40.9	32.0	----
28.		86.	80.	29.					5	9	9	3		5	6	4	----	----	37.8	----		----	32.1	----
22.									66	26	26	8					----	----	----	----				
21.	ALL	98.	86.	59.					28	42	22	9	3	13	21	8	----	41.5	36.3	27.5	----	42.7	33.6	25.6
27.	95.	79.	20.						151	85	50	7	32	15	19	2	47.3	39.5	34.8	----	44.3	36.2	30.6	----
21.									1	3	4		1	7	14	9	----	----	----		----	----	----	----
18.	69.	78.			8.6	7.9	6.2	7.0	9	4	11	4	7	5	12	10	38.2	----	31.2	----	40.3	----	30.0	----
29.	ALL	95.	90.	47.					11	11	15	8		9	5	7	----	43.0	----	37.0		42.0	----	33.9
19.	ALL	97.	55.						66	44	50		17	32	41		54.0	43.9	34.6		53.8	43.6	34.6	
27.	ALL	ALL	59.	27.					27	26	15	6	7	12	14	16	46.5	40.7	32.6	26.9	43.4	36.7	31.5	24.8
28.	89.	91.	5.		6.3	6.6	7.2	----	40	52	21	1	4	6	23	1	----	42.5	33.3	----	----	39.9	32.2	----
23.	99.	91.	46.	27.	5.7	5.7	5.7	----	103	89	79	3	41	55	55	8	53.4	43.7	35.3	----	53.0	42.7	34.8	----
71.									4		2				1		----		----				----	
25.	95.	74.	29.						95	92	52		1	12	7		----	53.0	44.7		----	50.8	43.6	
24.					----	----	----		2	3	2			1			----	----	----			----		
25.	ALL	ALL	65.	11.					9	24	16	11	5	16	18	8	----	50.0	36.1	26.7	----	38.9	31.2	26.3
29.		64.	62.						3	6	8	4	2	5	18	8	----	----	29.5	----	----	----	30.0	----
36.	ALL				5.2	----	5.2	----	19	4	6	1	3	1	5		----	----	----	----	----	----	----	
21.	ALL	ALL			6.4	8.8	8.3	12.6	329	45	144	10	27	14	46	5	76.1	48.1	37.3	----	71.3	45.1	34.1	----
27.	ALL	ALL	42.						32	31	26		8	12	19		54.6	44.4	34.1		53.0	43.8	33.1	
24.	98.	96.	9.		7.8	7.1	7.4	----	44	75	18	2	9	29	17	1	55.8	45.9	42.5	----	50.2	41.2	36.7	----
23.	98.	86.	12.						42	69	28	3	3	24	24	4	----	50.3	40.6	----	----	50.8	38.9	----
23.	96.	82.	7.						94	98	52	5	21	53	35	14	70.5	52.1	45.4	----	68.0	51.4	39.8	----
23.	96.	95.	9.						447	317	195	21	60	121	101	32	68.4	48.9	39.9	24.8	66.1	47.4	35.1	25.0
24.	97.	93.	18.		4.0	4.2	4.2	----	31	35	24	6	6	8	4	2	37.7	31.4	----	----	36.0	29.0	----	----
26.			86.	45.					1	4	1	5			6	6	----	----	----	----			----	----
21.	95.	84.	31.		8.0	8.0	8.0	8.0	89	70	61	11	13	28	34	10	58.3	43.2	35.0	29.1	50.3	42.7	33.1	28.4
26.	ALL	ALL	89.	6.					15	14	9	6	8	13	9	10	47.3	40.9	36.3	27.5	46.9	36.8	31.8	24.7
23.	91.	54.							68	47	27	3	1	3	2	1	----	----	----	----	----	----	----	----

APPENDIX I

	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
N E W J E R S E Y (CONTD)																				
Stockton State College		IIB	1	1*	1	2	52.1	42.1	32.3	25.1	40.0	1	1	1	2	63.2	51.5	40.1	31.7	49.1
Trenton State College		IIA	1	1	1		54.0	44.2	35.7	-----	44.0	2	1	2		65.4	54.3	42.6	-----	53.3
Union County College		III	1	1	2	2	49.6	38.8	31.9	27.2	38.3	1	2	2	2	57.6	45.9	38.1	32.6	45.1
Upsala College		IIB	3	3	4		35.1	30.4	24.5	-----	28.8	3	3	4		42.8	36.9	30.1	-----	35.2
Westminster Choir College		IIA	5	5	5		34.1	28.1	22.8	-----	27.3	5	5	5		41.1	33.9	27.3	-----	32.7
William Paterson College		IIB	1*	1*	1	1	53.6	42.2	33.4	27.6	43.8	1	1*	1	1	66.3	52.5	41.6	34.4	54.4
N E W M E X I C O																				
College of Santa Fe	1	IIB	5	4	4		30.1	27.3	24.1		26.4	5	5	5		33.5	31.6	27.9		30.3
College of The Southwest		IIB			5				23.3		23.3			5				26.8		26.8
Eastern New Mexico Univ.		IIA	4	4	4	4	41.6	33.8	28.9	23.3	31.5	4	4	4	4	50.7	41.7	36.1	29.7	39.0
Eastern New Mexico U-Roswell		III				2		-----	-----	25.7	25.3				3		-----	-----	31.5	31.0
New Mexico Highlands Univ.		IIA	5	5	5		37.5	32.4	27.8	-----	32.0	5	5	5		44.2	38.3	32.3	-----	37.5
New Mexico Inst. Min.&Tech.		I	5	5	5		43.1	34.7	32.2		37.9	5	5	5		52.2	42.5	39.7		46.2
New Mexico St. Univ- Main	1	I	5	5	5	5	45.0	37.1	31.5	22.3	37.2	5	5	5	5	53.9	44.6	37.9	26.9	44.7
New Mexico St.U. Alamogordo	1	III		4		3	-----	30.5	-----	24.4	28.7		4		4	-----	37.0	-----	29.6	34.6
New Mexico St.Univ. Carlsbad	1	III			3		-----	-----	28.2	-----	28.7			4		-----	-----	34.3	-----	34.5
New Mexico St.Univ.-Grants	1	III						-----	-----	-----	23.9						-----	-----	-----	28.6
New Mexico St.Univ.-Dona Ana	1	III			4	4		-----	26.1	22.5	24.2			4	4		-----	31.2	27.5	29.3
San Juan College		III	4	4	3	2	35.0	30.5	28.4	27.8	29.1	4	4	3	1	44.1	38.9	36.3	35.6	37.2
St. John's College		IIB									32.6									44.7
Univ. New Mexico-Albuquerque		I	5	5	4		48.4	35.9	33.0	-----	39.3	5	5	5		57.1	43.2	39.4	-----	46.7
Univ. New Mexico-Gallup Br.		III					-----		-----	-----	24.9					-----		-----	-----	29.4
N E W Y O R K																				
Adelphi University		I	4	4	3		51.5	41.0	35.2		43.7	4	4	3		63.2	50.7	43.3		53.8
Adirondack Community College		III	2	3	3	4	41.1	32.3	28.1	22.5	32.3	2	3	3	3	54.1	41.8	37.5	30.2	42.7
Albany College of Pharmacy		IIB	1	1	1		45.1	37.9	31.0	-----	36.6	2	1	1		56.3	48.9	39.7	-----	46.6
Alfred University		IIA	3	3	2	3	47.1	39.1	33.6	26.1	38.9	3	3	3	3	55.4	47.1	40.4	31.3	46.4
Alfred U.-NY St Col Ceramics		IIA	1	2	2		57.9	39.8	34.5		44.7	1	2	2		73.5	50.9	42.9		56.6
Bard College		IIB	1	1	1		53.0	40.2	30.6		42.6	1*	1*	1		68.1	53.3	38.9		54.7
Barnard College		IIB	1*	1	1	2	60.3	37.6	33.2	24.2	41.0	1*	1	1	2	77.3	47.3	41.6	30.9	52.2
Canisius College		IIB	1	1	1		47.0	40.2	32.5	-----	38.9	1	1	1		59.0	49.4	39.1	-----	47.8
Cazenovia College		IIB	4		3	3	33.7	-----	25.8	22.2	26.9	4		4	3	40.3	-----	31.0	26.8	32.3
Clarkson University		IIA	1*	1*	1*	1*	62.4	46.4	39.1	34.0	47.5	1*	1	1	1	75.4	57.4	46.4	40.0	57.5
Clinton Community College		III	4	3	3		36.6	32.7	28.5	-----	32.0	3	3	3		46.4	41.7	36.5	-----	40.7
Colgate University		IIB	1*	1*	1*	1	57.1	43.6	33.7	28.3	43.6	1*	1*	1	1	71.7	54.6	40.3	32.3	53.8
College of Aeronautics		III	3	2	2		38.8	35.9	30.4	-----	34.0	3	3	3		47.0	43.6	37.2	-----	41.4
College of Mount St. Vincent		IIB		3	3	1	-----	31.8	27.5	25.9	29.7		3	3	2	-----	36.8	32.1	30.2	34.6
College of New Rochelle		IIA	3	3	3		45.3	37.4	30.5	-----	37.1	3	3	3		55.8	46.8	39.0	-----	46.5
College of Saint Rose		IIA	4	4	5	4	42.0	35.0	27.6	23.9	32.7	4	4	5	4	50.7	42.5	33.8	29.1	39.7
Columbia-Greene Comm.College		III	2	2	2	4	43.1	36.6	31.4	21.3	34.4	2	2	1	4	56.8	48.1	41.1	28.9	45.3
Columbia University	45	I	1	1*	2	1*	71.6	51.6	38.4	43.7	57.3	1	1*	1	1*	88.0	66.1	48.8	61.0	71.6
Columbia U.-Teachers College		I	2	1	3	5	61.8	47.0	36.3	22.2	50.3	2	1	1	4	79.3	60.0	49.0	29.6	65.0
Comm.Coll. of Finger Lakes		III	3	3	3	3	40.6	33.1	27.9	25.0	32.4	2	3	3	3	51.8	41.8	35.1	31.0	40.9
Cornell Univ.-Endowed Colls.	47	I	1	2	1		67.3	46.6	39.5	-----	52.8	1	1	1		85.0	58.8	49.7	-----	66.6
Cornell Univ.-Statutory Clls	48	I	3	1	2	4	60.9	47.0	38.1	24.2	49.0	2	1	1	3	75.9	60.5	50.0	33.6	62.5
Corning Community College		III	2	4	4	4	42.6	32.0	26.3	23.1	37.5	2	3	4	4	54.6	41.0	32.5	29.7	47.9
Dominican College		IIB		2	2	2	-----	34.5	29.1	24.2	30.7		2	2	3	-----	41.9	36.1	28.6	37.5
Dutchess Community College		III	1	1	1	2	47.4	40.9	32.2	25.7	37.1	1	1	1	3	61.5	52.9	41.8	32.3	47.8
D'Youville College	50	IIB	4	4	4	3	33.0	29.1	25.1	23.5	27.8	4	4	4	3	39.5	34.1	28.8	27.0	32.4
Elmira College		IIB	3	4	4		38.2	27.3	24.0	-----	28.7	3	4	4		47.8	34.1	30.9	-----	36.1
Erie Community Colleges	55	III	2	2	2	3	43.2	37.0	31.8	25.0	35.5	2	2	2	3	54.4	46.9	40.4	31.9	44.9
Fashion Inst. of Technology		III	1*	1*	1*	1*	71.8	55.8	44.4	33.8	53.9	1*	1*	1*	1*	90.1	72.3	59.2	46.6	69.9
Fordham University	58	I	2	1	2	1*	64.5	46.9	36.8	36.9	48.8	1	1	2	1	81.8	59.9	45.7	45.4	61.7
Friends World College	59	IIB									24.5									27.1
Fulton-Montgomery Comm.Coll.		III	3	3	4	5	39.0	34.5	26.7	21.2	33.1	3	2	3	4	50.8	45.5	36.1	29.5	43.7
Genesee Community College		III	3	4		4	38.1	30.3	-----	22.8	34.1	3	4		4	47.9	38.4	-----	28.6	42.9
Hamilton College		IIB	1	1	1	1*	53.1	40.0	31.6	29.1	40.6	1	1	1	1	66.3	49.0	38.4	34.9	49.9
Hartwick College		IIB	2	2	2		43.2	35.3	30.3		35.5	2	2	2		53.1	44.9	36.7		43.7
Herkimer County Comm.College		III	2	3	4	4	40.9	34.1	25.7	21.8	30.3	2	2	4	3	53.1	45.7	34.5	29.9	40.4
Hobart-William Smith Colls.		IIB	1*	1*	1*		56.2	45.0	33.5	-----	45.8	1*	1*	1*		69.7	55.9	41.8	-----	56.8
Hofstra University		I	2	2	1	1	61.5	46.3	38.7	33.6	47.2	2	2	2	1	77.2	57.0	46.4	40.3	57.9
Houghton College	71	IIB	4	4	4		31.4	27.4	24.0	-----	27.8	4	4	4		40.5	34.5	29.7	-----	35.2
Iona College		IIA	2	3	2	1	51.1	38.3	33.4	29.6	38.5	2	3	2	2	63.7	47.9	41.3	33.5	47.8
Ithaca College		IIB	1	1	2	3	48.1	38.5	30.1	22.7	35.9	1	1	2	4	57.7	46.2	35.3	26.3	42.7
Jamestown Community College		III	3	3	3	3	40.5	33.6	28.3	24.2	31.7	3	3	3	3	51.1	42.9	36.6	31.7	40.6
Keuka College		IIB	5	5	5		28.8	25.7	22.1		26.2	5	5	5		33.0	29.8	24.9		30.0
Le Moyne College		IIB	1	1	1		45.4	37.3	30.4	-----	36.2	2	1	2		55.4	46.1	37.3	-----	44.5
Long Island University	85	IIA	2	2	2	2	50.8	42.2	34.3	28.5	43.6	2	2	2	2	64.3	53.5	42.4	35.1	55.0
Manhatten College		IIA	2	2	2	2	51.4	42.5	35.2	27.2	41.2	2	1	1	2	66.4	55.9	46.0	34.1	53.7
Manhattanville College		IIA	4	4	4	5	43.0	35.2	28.8	21.7	35.2	4	4	4	5	53.0	43.3	35.1	26.0	43.3

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	96.	91.	23.						38	34	29	3	7	13	37	6	52.7	42.2	32.3	----	48.5	41.8	32.3	----
21.	98.	98.	55.		7.0	6.8	8.6	----	76	79	74		28	24	51	1	54.3	44.4	35.7		53.0	43.4	35.7	----
18.	ALL	97.	68.	16.	6.1	6.1	7.3	6.2	35	36	12	10	12	34	22	22	50.2	38.2	32.7	28.1	47.5	39.5	31.4	26.8
22.	ALL	94.	15.						14	9	12	1	1	8	8	4	----	30.5	23.0	----	----	30.3	26.9	----
20.	92.	85.	7.		3.0	3.0	3.0	----	8	8	7	1	4	5	7	3	----	----	23.0	----	----	----	22.6	----
24.	96.	77.	29.		2.1	4.6	6.0	----	86	65	49	2	34	43	37	4	53.7	41.8	32.8	----	53.3	42.6	34.2	----
15.	ALL	54.			8.0	9.0	8.0		10	9	14			4	6		----	----	24.0			----	24.2	
15.							----				7				3				----				----	
24.	96.	62.	24.		4.9	4.7	4.5	6.6	21	28	43	8	3	9	16	14	----	34.6	29.6	23.2	----	31.5	26.8	23.4
23.				53.		----	----	5.0			2	16		1	1	18			----	26.2		----	----	25.2
17.	97.	59.	15.		6.0	6.4	6.4	----	28	23	22	2	6	6	11		37.9	33.1	28.8	----	35.4	30.0	25.9	
22.	ALL	94.	6.						34	27	12		2	4	4		----	----	----		----	----	----	
20.	97.	74.	4.		4.2	5.1	5.5	3.8	180	117	124	12	15	24	58	19	45.3	37.6	32.5	21.3	41.4	34.8	29.3	22.9
21.		57.		9.	----	5.3	----	4.2	4	3	4	5	1	4	1	6	----	----	----	----	----	----	----	----
20.			33.		----	----	4.7	----	1	3	6	1	1	1	3	3	----	----	----	----	----	----	----	----
20.						----	----	----			4	2		3		3			----	----		----		----
21.			54.			----	4.8	4.5		2	5	12		2	8	12		----	----	23.2		----	----	21.7
28.					5.3	5.3	5.3	5.3	4	11	8	20	2	1	9	11	----	----	28.4	25.2	----	----	28.3	32.6
37.																								
19.	96.	90.	13.		6.7	7.0	6.5	----	266	175	141		38	76	75	1	48.9	36.8	34.3		45.3	33.9	30.7	----
18.					----		----	----	1				2		1	1	----				----		----	----
23.	97.	95.	40.		5.9	6.2	6.7		87	52	42		28	41	33		53.3	42.5	36.2		46.1	39.0	33.9	
32.	ALL	ALL	74.	38.	7.1	10.1	8.9	9.0	27	9	14	6	4	6	13	10	----	33.3	28.7	20.7	----	30.7	27.3	23.6
28.	ALL	73.			3.5	5.8	5.7	----	9	10	7	1		1	3	1	----	----	----	----		----	----	----
19.	98.	64.	11.						38	27	30	2	2	6	16	5	----	39.4	34.8	----	----	37.6	31.3	----
27.	88.	65.	93.		7.9	7.1	7.5		17	14	7			3	7		----	----	34.6			----	34.4	
29.	ALL	89.			8.7	10.3	10.3		30	5	15		4	4	13		----	----	31.1		----	----	30.0	
27.	98.	79.			4.8	5.7	5.5	6.6	22	6	29	2	26	8	28	18	60.9	36.5	33.4	----	59.7	38.5	33.1	----
23.	98.	92.	20.		9.1	9.0	9.2	----	42	57	38	1	2	8	22	3	----	40.3	34.4	----	----	39.1	29.2	----
20.	ALL		32.		11.9	----	11.7	14.8	3		10	2	3	4	12	4	----		27.4	----	----	----	24.5	----
21.	89.	71.	2.		4.8	5.5	6.1	4.7	53	62	55	7		6	7	7	----	46.3	39.6	35.8		48.3	35.3	32.2
27.	ALL	94.	30.						5	9	7	1	2	9	3		----	33.6	----	----	----	31.9	----	
23.	97.	ALL			6.1	7.0	8.7	14.6	60	36	49	5	5	13	26	4	----	44.5	33.9	----	----	41.1	33.3	----
22.	93.	48.	5.						13	24	17	5	1	1	2		----	----	----	----	----	----	----	
16.		76.	14.		----	6.2	6.9	----		9	7	3	3	16	15	4		31.7	27.3	----	----	31.8	27.6	----
25.	86.	71.	59.		5.9	4.1	4.5	----	6	14	4		8	20	13	1	44.9	37.1	----		45.6	37.7	----	----
22.	95.	95.	28.		9.1	9.1	10.2	----	7	22	23	2	13	22	20	6	41.9	34.8	27.9	----	42.0	35.2	27.2	----
32.	ALL	ALL	75.	14.	7.0	7.0	7.0	7.0	9	8	5	1	2	6	7	6	----	37.7	----	----	----	35.1	----	----
25.	92.	26.							444	99	175	6	59	40	76	6	72.5	52.4	39.1	47.6	64.5	49.5	36.7	39.8
29.	ALL	76.			12.6	13.4	13.7	----	48	17	7	5	18	16	11	9	63.0	47.9	35.4	----	58.5	46.1	36.8	----
26.	ALL	ALL	91.	22.	10.7	11.3	11.1	10.0	21	15	11	8	5	10	11	10	----	34.0	28.8	25.7	----	31.8	27.1	24.4
26.	99.	88.			6.8	8.0	7.8	----	414	139	145	1	26	39	40	3	67.9	47.4	40.4	----	58.2	43.5	36.1	----
27.	98.	87.	1.		7.4	8.6	9.9	----	288	185	99	6	18	49	54	4	61.0	47.4	37.9	----	59.8	45.5	38.3	----
28.	ALL	95.	33.		6.0	6.0	6.0	----	48	13	5	3	9	6	4	3	43.2	32.2	----	----	39.2	31.6	----	----
22.		90.	56.		----	2.8	4.8	----	1	6	9	2	2	4	18	4	----	----	29.2	----	----	----	29.0	----
29.	ALL	ALL	91.	23.	2.2	4.1	5.9	7.9	24	27	15	12	11	11	18	19	47.9	42.7	33.0	27.8	46.4	36.6	31.6	24.4
17.	82.	76.	13.		8.3	8.3	8.3	8.3	7	9	9	2	4	20	15	6	----	30.6	25.3	----	----	28.5	25.0	----
26.	88.	96.	32.		5.5	4.4	3.8	----	13	12	15	1	3	11	7	1	----	28.3	24.5	----	----	26.1	23.0	----
27.	ALL	ALL	ALL	41.					114	25	67	35	44	15	54	44	43.4	37.3	32.1	25.1	42.8	36.6	31.4	24.8
30.	ALL	ALL	88.						39	17	53	12	26	24	38	7	71.7	53.0	44.9	34.4	71.9	57.8	43.6	32.8
27.	91.	80.	21.						128	134	93	9	22	64	55	9	65.8	46.4	38.1	42.2	57.0	47.9	34.7	31.5
10.																								
32.	ALL	ALL	90.						19	8	7	3	3	4	3	4	----	----	----	----	----	----	----	----
26.					8.5	8.6	----	9.3	33	3	2	8	17	3	2	5	39.2	----	----	----	36.0	----	----	----
23.	98.	86.			6.1	12.1	9.2	7.4	44	24	31	6	3	12	16	7	----	40.3	31.6	29.3	----	39.4	31.7	28.9
23.	ALL	71.	17.						39	17	17		5	7	19		----	36.3	30.8		----	32.8	29.8	
34.	ALL	ALL	56.		5.8	7.4	9.7	13.9	11	21	16	3	3	4	11	10	----	----	27.1	----	----	----	23.8	----
24.	ALL	94.			15.0	18.6	14.2	19.1	47	22	22	2	8	10	17	2	57.9	47.0	34.4	----	45.9	40.7	32.5	----
23.	92.	70.	14.		7.2	7.1	8.6	8.3	103	90	99	5	12	35	63	7	62.6	47.6	40.3	----	52.6	42.9	36.0	----
27.	89.	73.	11.		4.4	5.2	6.9	----	25	26	11	2	2	4	8		----	----	24.1	----	----	----	23.9	
24.	90.	59.	29.		5.8	7.0	6.9	6.2	33	54	45	5	7	19	30	6	53.1	39.4	34.7	----	41.8	35.1	31.4	----
19.	ALL	94.	6.		7.2	7.2	7.5	8.1	54	98	91	8	11	34	71	6	48.3	39.2	30.9	22.1	47.4	36.4	29.0	23.4
28.	ALL	97.	71.	4.					23	20	13	6	5	13	15	22	----	34.7	28.8	24.4	----	32.1	27.9	24.1
15.	86.	ALL	88.		5.8	13.0	----		12	3	4		2	6	4		----	----	----		----	----	----	
23.	ALL	96.	7.		4.5	5.8	12.2	----	23	37	24	3	3	10	19	2	----	37.6	30.3	----	----	36.0	30.6	----
26.	96.	64.	8.		8.3	9.3	8.5	17.0	195	119	58	13	44	57	52	15	51.7	43.3	35.2	29.4	47.0	39.9	33.4	27.7
30.	ALL	90.	43.		6.2	7.5	6.4	9.5	41	63	44	12	2	14	9	2	----	42.9	35.6	----	----	40.4	33.5	----
23.	ALL	71.			7.4	8.1	10.0	----	17	6	8	1	11	8	10	5	44.2	36.0	30.0	----	41.1	34.5	27.8	----

NEW YORK (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
Marist College		IIB	1	1	1	2	48.4	39.2	31.6	24.9	34.5	1	1	1	2	60.9	50.7	39.2	31.1	43.5
Marymount College		IIB	2	2	1		42.5	36.4	30.7	-----	35.8	2	1	1		55.9	46.5	40.8	-----	46.7
Mercy College		IIB	2	2	3		42.9	33.7	27.7	-----	33.9	2	2	2		55.7	43.8	35.7	-----	43.9
Mohawk Valley Comm. College	100	III	3	3	4	4	39.8	33.6	27.7	23.7	31.4	3	3	3	3	50.0	42.6	35.3	30.6	39.8
Molloy College		IIB	2	2	2	3	43.0	34.1	28.1	22.4	30.8	2	2	2	3	54.1	42.3	35.8	28.6	38.8
Monroe Community College	4	III	1	1	1	1	47.6	40.6	34.2	28.6	40.0	2	1	1	1	57.0	50.1	43.5	37.7	49.3
Mount Saint Mary College		IIB	2		2		41.0	-----	28.6	-----	32.8	3		3		48.5	-----	34.3	-----	39.1
Nassau Community College		III	1*	1*	1*	1*	62.6	49.9	42.8	37.1	52.0	1*	1*	1*	1*	81.1	68.4	61.3	55.6	70.6
Nazareth Coll. of Rochester	6	IIB	1	1	1		45.3	37.5	30.4	-----	37.2	2	1	2		55.3	46.5	36.6	-----	45.4
New York University		I	1	1	1*	1	71.2	49.0	42.0	31.2	55.4	1*	1*	1*	1	90.5	63.5	54.2	40.3	70.9
Niagara County Comm. College		III	2	1	2	3	44.2	38.1	30.4	25.2	35.8	2	1	2	3	56.0	48.7	38.8	32.1	45.5
Niagara University		IIA	4	4	4		41.5	35.5	29.9	-----	36.2	4	4	4		50.1	43.8	35.8	-----	44.1
Onondaga Community College		III	2	3	3	4	40.7	34.4	28.6	23.3	33.5	2	2	2	3	54.6	46.2	38.4	31.3	45.0
Pace University	111	IIA	1	1	1		53.6	42.7	35.4	-----	45.0	2	2	2		65.4	52.1	44.0	-----	55.1
Pace Univ. School of Law		IIA	1*	1*			84.6	78.6			77.7	1*	1*			100.1	89.7			91.3
Renesselaer Polytechnic Inst.		I	1	1	1		66.3	48.1	41.2		55.3	2	1	1		80.4	59.5	50.2		67.5
Rochester Institute of Tech.		IIA	2	2	2	2	48.1	40.7	34.3	27.9	38.6	2	2	2	2	59.3	50.8	42.5	34.4	47.9
Russell Sage College		IIA	4	5	5	4	40.3	32.3	27.8	22.6	31.7	4	5	4	4	49.8	40.1	34.7	28.6	39.4
Sage JCA	123	III	5	5	5	4	30.6	25.8	22.0	21.5	24.9	5	5	5	4	38.3	32.6	28.0	27.2	31.5
St.Bonaventure University		IIA	3	3	3	2	45.3	37.3	31.8	27.9	37.0	3	3	3	2	56.6	47.2	39.6	34.2	46.2
St. Francis College		IIB	1	1	1		46.6	37.9	32.4	-----	38.6	1	1	1		57.7	48.1	40.5	-----	48.2
St. John Fisher College		IIB	2	2	1		43.0	35.5	30.9	-----	35.7	2	2	2		50.8	42.1	36.7	-----	42.3
St. Lawrence University		IIB	1*	1*	1	1	56.5	41.8	31.9	27.8	42.2	1*	1*	1	1	73.8	55.2	40.8	34.0	55.0
St. Thomas Aquinas College		IIB	2	2	2		40.4	33.2	29.2	-----	32.6	2	2	2		50.2	43.6	35.8	-----	40.8
Sarah Lawrence College		IIB									45.0									55.6
Siena College		IIB	2	2	2		42.3	33.7	28.4	-----	33.4	2	2	2		54.3	43.0	36.3	-----	42.7
Skidmore College		IIB	1	1	1*		51.6	40.2	33.6	-----	40.6	1	1*	1*		67.7	54.1	42.6	-----	53.2
SUNY Coll. Tech. at Alfred		III	1	1	1	2	48.3	40.9	33.3	27.3	40.1	1	1	1	2	61.5	52.8	43.2	34.8	51.4
SUNY Coll. Tech. at Canton		III	2	2	1	1	43.7	34.8	33.0	28.5	37.5	2	2	1	1	56.5	45.1	42.3	37.4	48.5
SUNY Coll. Tech at Cobleskil		III	1	2	2	3	46.5	36.7	31.2	25.3	37.2	1	2	1	3	59.5	47.2	40.6	31.8	47.8
SUNY Coll. Tech. at Delhi		III	2	2	2	4	44.6	35.7	30.1	21.7	35.3	1	2	2	4	57.9	46.7	38.8	28.4	45.9
SUNY Coll. Tech. at Frmgdle		III	1	1	2	2	48.1	40.1	31.7	25.9	38.9	1	1	2	2	61.1	51.4	40.5	33.2	49.6
SUNY Coll. Tech. at Morsvle		III	1	2	2		46.0	37.5	30.4	-----	37.4	1	1	2		59.1	48.6	39.4	-----	48.2
SUNY College at Brockport		IIA	1	1*	1		55.4	45.5	37.0		45.8	1	1*	1		70.1	58.2	46.8		58.2
SUNY College at Buffalo		IIA	2	2	3	2	50.5	39.9	32.0	28.0	41.2	2	2	2	2	64.4	51.2	41.0	36.1	52.6
SUNY College at Cortland		IIA	2	3	3		49.7	39.2	30.6	-----	41.6	2	2	3		63.9	50.9	39.3	-----	53.7
SUNY College at Fredonia		IIA	2	2	3	2	53.0	41.4	32.6	26.9	43.5	1	2	2	2	68.1	53.5	42.0	35.0	56.0
SUNY College at Geneseo		IIA	2	2	3	2	52.0	40.5	31.0	27.2	39.1	2	2	3	2	66.2	52.3	39,7	34.5	50.0
SUNY College at New Paltz		IIA	2	1	2		52.4	43.2	35.3	-----	43.7	1	1	1		66.9	55.6	45.1	-----	56.0
SUNY College at Old Westbury		IIB	1*	1*	1	1*	57.1	43.5	32.8	30.1	40.7	1*	1*	1*	1*	72.0	55.3	41.8	37.0	51.5
SUNY College at Oneonta		IIA	2	2	2		50.7	41.1	33.4		42.8	2	2	2		65.3	53.3	42.9		55.2
SUNY College at Oswego		IIA	2	2	3		51.1	40.2	31.5	-----	41.8	2	2	2		65.8	52.0	40.9	-----	54.1
SUNY College at Plattsburgh		IIA	2	2	3		50.2	41.3	32.1	-----	40.9	2	2	2		64.7	53.3	41.2	-----	52.6
SUNY College at Potsdam		IIA	2	2	3	3	50.9	39.4	31.7	24.8	39.7	2	2	2	3	65.4	51.0	40.9	32.4	51.2
SUNY College at Purchase		IIB	1	1	1		49.5	38.6	30.8		37.1	1	1	1		63.5	49.6	39.9		47.6
SUNY College of Technology		IIA		2	1	2	-----	41.5	35.5	28.7	37.9		2	1	2	-----	53.2	45.6	36.2	48.4
SUNY Coll.Env.Sci.&Forestry		IIA	1	1	2		53.5	44.0	35.0		47.2	1	1	1		67.9	56.3	45.1		60.2
SUNY Empire State College		IIB	1	1	1*		50.4	40.4	34.1	-----	39.0	1	1	1*		63.5	51.7	43.7	-----	49.7
SUNY Maritime College		IIB	1	1	1*		52.6	39.2	33.6	-----	40.6	1*	1	1*		68.0	50.3	43.3	-----	52.4
SUNY State Coll.of Optometry		IIA	1*	1*			62.3	49.8	-----	-----	55.1	1*	1*			75.5	60.7	-----	-----	66.9
SUNY at Albany		I	1	1	2		66.7	49.1	36.9		52.4	1	1	2		83.5	62.7	47.2		66.2
SUNY at Binghamton		I	1	1	2		65.2	47.1	37.9		50.2	1	1	1		81.7	60.4	48.7		63.7
SUNY at Buffalo	132	I	1	1*	2	4	69.2	50.3	37.6	23.3	53.3	1	1*	2	4	86.4	64.0	47.7	30.0	67.1
SUNY at Stony Brook	133	I	1	1	1	2	69.4	48.8	38.7	30.5	53.8	1	1	1	1	86.6	62.0	48.6	39.1	67.5
Sullivan County Comm. Coll.		III	2	2	3		43.2	35.5	29.7	-----	37.8	2	2	2		55.9	46.7	39.8	-----	49.4
Syracuse University	135	I	3	4	4	3	56.9	40.7	34.3	28.2	45.9	3	3	3	2	73.3	54.4	45.2	37.4	60.0
Syracuse Univ.-Utica College	4	IIB	2	2	3		40.0	33.6	27.2	-----	32.7	2	2	2		50.3	42.4	34.7	-----	41.4
Tompkins Cortland Comm.Coll.		III	3	3	4		38.6	32.4	25.6	-----	33.4	3	3	4		49.5	42.1	33.5	-----	43.1
Trocaire College		III			5	5	-----	-----	22.1	18.8	21.1			5	5	-----	-----	26.9	22.7	25.4
Union College	143	IIA	1	1	2	2	56.2	43.0	32.9	28.5	43.5	1	1	3	2	73.4	55.7	40.1	35.1	55.7
University of Rochester	157	I	1	2	1		66.5	46.1	40.6	-----	53.7	2	2	1		78.8	55.1	47.9	-----	63.7
Vassar College		IIB	1*	1	1		57.2	40.6	33.1	-----	42.7	1*	1	1		74.7	52.1	41.3	-----	54.8
Wells College		IIB	3	4	5		37.7	27.9	23.1		30.8	3	4	5		45.2	34.2	26.7		36.9

NORTH CAROLINA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
Appalachian State University		IIA	3	3	2	3	45.1	38.0	33.8	24.8	39.0	3	3	3	3	54.0	45.1	40.3	30.2	46.6
Atlantic Christian College		IIB	5	5	5	3	30.3	25.9	23.3	22.0	25.4	5	5	5	4	35.9	31.4	27.7	26.0	30.4
Barber-Scotia College		IIB		5	5		-----	25.4	22.0	-----	24.8		5	5		-----	29.3	25.4	-----	28.8
Belmont Abbey College		IIB	4	3	4		31.6	30.6	24.8	-----	27.5	4	4	4		37.6	35.5	29.0	-----	32.2
Catawba College		IIB	4	3	5		34.1	30.8	23.3	-----	29.4	4	3	5		42.0	37.7	27.6	-----	35.7
Davidson College		IIB	1	1	1		49.8	39.4	30.8	-----	42.2	1	1	1		64.1	50.3	38.4	-----	53.8
Duke University		I	1	1	1	1	70.6	48.4	39.8	31.8	57.9	1	1	2	2	86.9	59.7	47.1	36.2	70.9
East Carolina University		IIA	2	2	1	1	52.5	40.8	35.8	31.6	40.7	2	2	2	1	62.5	48.7	42.5	37.7	48.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	92.	63.	20.		5.9	5.9	6.5	6.2	13	26	45	10		9	25	5	----	41.0	32.3	----		34.1	30.2	----
30.	ALL	91.	33.		7.5	6.4	6.0	----	12	7	8	3	7	15	13	1	42.5	38.2	34.3	----	42.4	35.5	28.6	----
29.	81.	33.			6.3	6.3	6.3	6.3	33	27	33	1	20	22	33	2	43.1	33.1	28.6	----	42.5	34.4	26.8	----
27.	ALL	ALL	73.	23.	6.0	6.0	6.0	6.0	30	27	34	19	8	19	18	11	40.2	34.6	29.0	24.6	38.4	32.3	25.2	22.1
26.	ALL	84.	65.		6.8	8.9	6.0	5.1	4	7	3	3	9	12	37	11	----	34.6	----	----	----	33.9	----	----
23.	ALL	97.	74.	7.	6.7	11.9	5.2	7.0	76	46	27	21	30	25	30	22	47.9	40.8	34.5	28.9	46.9	40.2	33.9	28.4
19.	94.		17.		9.8	----	7.9	----	7	1	10	1	9	4	14	3	42.1	----	28.4	----	40.1	----	28.8	----
36.	ALL	ALL	87.						161	68	59	27	67	56	60	42	63.5	51.1	43.1	37.4	60.2	48.4	42.4	36.9
22.	97.	70.	8.		6.9	8.1	10.8	----	17	18	21	1	18	12	19	1	44.7	37.5	30.6	----	45.9	37.5	30.2	----
28.	95.	75.			7.0	7.6	9.1	10.6	439	226	142	36	85	91	97	30	72.9	50.0	43.7	34.3	62.6	46.6	39.4	27.5
27.	ALL	ALL	96.	15.	7.4	9.2	10.0	11.6	42	22	11	17	8	10	15	17	45.0	39.2	31.6	25.3	40.0	35.9	29.6	25.2
22.	ALL	82.	30.		11.3	8.6	8.2	----	29	42	7	2	11	13	13	2	42.4	36.4	30.4	----	39.1	32.4	29.6	----
34.	ALL	96.	42.	33.	4.6	4.6	4.6	4.6	38	42	36	6	24	30	28	3	41.3	35.2	30.4	----	39.7	33.3	26.3	----
23.	93.	94.	44.		7.6	6.8	6.6	----	129	67	54	1	34	42	43	3	54.0	43.8	36.5	----	51.9	40.8	33.9	----
17.	91.	13.			----	8.6			17	4			6	4			84.8	----			84.2	----		
22.	94.	87.			6.7	7.4	7.5		176	100	61		5	12	22		----	48.5	42.9		----	45.2	36.6	
24.	98.	90.	44.	4.	5.6	7.4	7.2	7.2	139	163	132	18	14	35	62	5	48.6	41.0	35.0	----	43.6	39.5	32.8	----
24.	ALL	89.	26.		4.9	5.0	5.1	6.5	11	23	11	2	10	32	23	7	40.7	34.6	29.6	----	39.8	30.6	26.9	----
26.	ALL	75.		17.	4.6	7.0	7.7	10.2	5	4	9	3	7	8	11	3	----	----	21.9	----	----	----	22.1	----
25.	96.	98.	45.	25.	7.5	6.7	7.6	7.4	45	41	46	6	3	3	14	6	----	----	32.2	32.2	----	----	30.4	23.6
25.	62.	47.	14.		7.2	7.8	7.6	----	17	12	12	2	4	3	2	3	----	----	----	----	----	----	----	----
18.	96.	50.	3.						25	31	18	3		9	13	1	----	36.0	31.8	----		33.6	29.7	----
30.	ALL	97.	8.		6.6	12.0	15.7	----	43	51	33	3	3	13	20	3	----	42.2	32.2	----	----	40.3	31.4	----
25.	ALL	92.	42.		7.1	11.9	8.0	----	8	7	18	1	7	5	13	1	39.5	----	29.4	----	41.4	----	28.9	----
24.																								
28.	ALL	93.	22.		7.6	8.6	9.7	----	27	38	31	2	6	8	24	1	43.6	33.9	29.2	----	36.6	32.5	27.4	----
31.	95.	89.	14.		7.3	8.3	8.8	----	33	38	35	2	9	19	23	1	52.3	40.0	33.9	----	49.0	40.5	33.1	----
28.	ALL	89.	40.		6.0	6.0	6.3	8.5	60	57	35	12	4	8	12	7	----	41.2	33.7	27.0	----	38.3	32.2	27.9
29.	ALL	93.	39.	11.	5.9	6.5	8.4	9.0	37	22	15	6	6	8	8	3	44.1	35.7	33.4	----	41.2	32.1	32.1	----
28.	ALL	82.	50.	20.	7.9	6.7	6.4	6.3	37	26	27	3	11	8	13	12	46.6	36.6	32.0	----	46.3	37.0	29.5	----
30.	ALL	86.	42.	8.	5.5	3.6	6.9	7.3	30	30	25	9	3	7	6	3	----	36.5	30.5	----	----	32.5	28.7	----
28.	ALL	96.	23.	3.	7.0	6.4	7.3	7.8	81	48	40	21	17	24	37	13	48.6	41.7	32.0	26.2	45.6	36.9	31.3	25.4
29.	ALL	91.	27.		5.9	6.1	6.3	----	36	27	23	2	6	8	22	3	46.4	38.6	31.4	----	43.3	34.1	29.4	----
27.	99.	97.	55.		5.7	5.7	6.4	----	86	100	39		11	20	39		56.1	46.0	37.6		49.8	43.4	36.3	
28.	ALL	95.	22.		5.3	6.3	7.6	6.1	149	127	55	2	20	43	44	8	50.7	40.4	32.2	----	48.7	38.5	31.8	----
29.	ALL	91.	11.		6.5	6.9	8.3	----	90	70	23		13	19	23	3	49.3	39.7	31.3		52.7	37.6	30.0	----
29.	ALL	97.	19.		6.0	6.5	7.7	8.7	91	62	31	5	4	9	23	2	----	41.8	34.3	----	----	38.3	30.4	----
28.	ALL	ALL	13.	8.	5.9	6.2	7.1	7.7	59	50	49	2	7	8	30	11	52.2	40.8	32.0	----	49.9	38.7	29.4	----
28.	98.	89.	26.		6.5	6.2	6.7	----	95	74	41	1	10	28	28	1	52.6	43.6	36.5	----	50.0	42.0	33.4	----
26.	96.	97.	30.		6.0	6.8	7.6	6.8	21	20	20	6	5	18	17	11	----	43.6	32.9	32.5	----	43.4	32.8	28.8
29.	ALL	98.	53.		6.2	4.6	6.9		96	67	32		13	20	23		50.8	41.6	33.6		50.2	39.1	33.0	
29.	94.	89.	26.		6.2	6.4	6.8	----	102	97	48	1	16	35	28	1	51.4	40.6	32.8	----	49.5	38.9	29.4	----
29.	ALL	95.	19.		5.8	6.6	7.1	----	83	75	42	2	8	22	36	3	50.5	41.7	33.2	----	47.5	40.0	30.7	----
29.	ALL	99.	30.	14.	6.1	6.9	6.4	----	67	53	39	4	5	20	21	3	----	39.7	31.9	----	----	38.8	31.2	----
28.	ALL	85.	6.		5.3	4.5	4.1		15	40	19		6	19	12		51.2	38.8	30.7		45.3	38.1	30.9	
28.		87.	15.		----	4.8	6.5	----	4	30	16	3		8	11	3	----	42.9	38.4	----		36.4	31.3	----
27.	ALL	83.	14.		5.9	6.2	7.4		65	22	27		1	1	1		----	----	----		----	----	----	
28.	ALL	95.	33.		5.6	3.3	9.5	----	18	26	21	2	6	16	25	3	50.5	41.5	35.9	----	50.0	38.6	32.7	----
29.	94.	86.	32.		5.9	6.5	7.0	----	16	19	17	3	1	2	2		----	----	----	----	----	----	----	
21.	94.	64.			5.3	6.0	----		16	12	1			2		1	----	----	----			----		----
26.	98.	94.	9.		6.3	6.6	7.7		233	188	73		10	50	57		66.9	49.9	38.4		62.8	46.2	35.1	
27.	98.	95.	4.		5.6	6.8	7.7		154	136	88		18	38	36		66.1	48.1	38.9		57.2	43.6	35.5	
26.	98.	86.	1.		6.3	6.5	7.2	8.4	388	277	178	15	34	73	91	6	69.8	51.2	38.8	22.4	62.3	46.8	35.3	25.8
26.	97.	91.	4.		6.0	7.6	8.8	8.2	305	175	128	6	26	57	61	6	70.3	50.5	39.8	30.4	59.2	43.3	36.3	30.7
31.	96.	96.	67.						22	17	5		5	7	4	4	----	36.4	----		----	33.2	----	----
31.	98.	79.	12.	25.	7.7	8.5	9.3	8.3	371	201	142	3	36	81	92	9	57.5	41.4	35.5	----	50.3	38.8	32.4	----
27.	ALL	92.	18.		8.6	8.6	8.7	----	22	35	19	1	2	15	15	2	----	33.7	27.5	----	----	33.3	26.8	----
29.	ALL	ALL	64.						17	9	3	3	9	6	8	1	40.5	34.1	----	----	35.0	29.8	----	----
20.					----	----	4.4	6.0	1	1	2	1	3	2	12	12	----	----	----	----	----	----	----	----
28.	98.	42.			6.8	7.4	7.2	----	51	52	27	3	1	14	23	4	----	43.9	34.3	----	----	39.6	31.2	----
19.	98.	78.			6.5	7.9	8.0	----	220	97	95	1	21	30	54	2	67.1	47.6	43.4	----	59.6	41.4	35.5	----
28.	ALL	98.			6.7	6.9	12.5	----	50	31	43	3	17	27	28	2	57.8	40.4	32.9	----	55.3	40.9	33.3	----
20.	55.	ALL	7.		10.0	12.3	15.4		15	5	7		7	8	8		38.2	----	24.7		36.7	----	21.6	
20.	97.	81.	8.		8.1	7.0	7.9	7.4	214	80	72	8	48	22	40	4	45.9	38.3	35.0	----	41.6	37.0	31.6	----
19.	80.	65.	11.		4.5	4.6	4.3	13.4	17	14	14	2	3	9	21	6	----	26.5	24.4	----	----	25.0	22.6	----
16.					----	3.0	3.5	----	4	7	5	3		5	3	2	----	----	----	----		----	----	----
17.	ALL	67.	14.						8	13	14		1	2	15	1	----	----	23.4		----	----	26.1	----
22.	88.	56.	15.		8.6	5.5	7.9	----	27	5	14		5	4	6	4	----	----	23.6		----	----	22.6	----
28.	ALL	94.	4.		8.1	8.0	10.7	----	52	30	18		3	6	9	1	----	39.4	30.5		----	39.8	31.3	----
22.	ALL	82.	4.		7.1	8.7	9.3	----	298	108	101		20	43	33	7	69.8	48.7	41.2		81.1	47.7	35.7	----
19.	98.	84.	28.		6.4	6.3	7.2	8.8	200	169	142	9	40	52	100	9	53.3	41.2	37.7	32.5	48.4	39.8	33.1	30.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NORTH CAROLINA (CONTD)																				
Elizabeth City State Univ.		IIB	2	1	1		42.4	37.8	31.6	-----	35.3	2	1	1		51.9	46.3	38.7	-----	43.3
Elon College		IIB	3	2	2	3	37.8	33.3	28.6	22.2	30.3	3	3	3	4	45.4	40.3	34.3	25.5	36.3
Fayetteville State Univ.		IIB	1	1	1		48.1	38.8	32.9	-----	37.5	1	1	1		58.4	47.4	40.2	-----	45.7
Gardner-Webb College		IIB	5	5	5	5	28.6	25.4	23.4	19.6	25.3	5	5	5	5	33.8	29.9	27.5	22.0	29.7
Greensboro College		IIB	4	3	3		31.3	30.4	26.7	-----	28.2	4	4	4		37.8	35.4	30.2	-----	32.9
Guilford College		IIB	2	2	2		41.3	34.0	29.0	-----	33.8	2	2	2		51.3	42.1	35.5	-----	41.7
High Point College		IIB	3	3	3	3	38.2	32.2	26.2	22.1	27.2	3	3	3	4	47.4	38.9	31.3	25.2	32.8
Johnson C. Smith University		IIB	4	4	4	4	33.4	28.4	24.0	21.7	25.8	4	4	4	4	39.5	33.3	28.7	25.7	30.7
Lenoir-Rhyne College		IIB	4	3	4		33.4	30.7	25.5	-----	30.6	4	3	3		42.3	38.3	31.7	-----	38.5
Livingstone College		IIB		5	5	5	-----	21.8	19.5	18.6	19.8		5	5	5	-----	24.6	22.0	21.0	22.4
Mars Hill College	4	IIB	4	4	5		31.5	27.4	22.9	-----	28.2	5	5	5		35.6	31.1	25.9	-----	31.9
Meredith College		IIB	3	3	2	2	37.2	32.2	28.8	25.2	31.6	3	3	3	2	43.4	37.7	33.5	29.4	36.9
Methodist College		IIB	5	4	3	3	29.3	27.7	25.8	22.9	26.7	5	5	4	3	33.9	31.8	29.7	26.5	30.8
Montreat-Anderson College		IIB	5				24.4				24.2	5				29.9				29.7
Mount Olive College		IIB									26.4									30.5
North Carolina A&T St. Univ.		IIA	3	2	1	2	47.7	39.8	35.7	28.0	38.5	3	3	2	2	57.5	48.1	43.2	34.3	46.6
North Carolina Central Univ.		IIA	2	2	2	1*	48.6	40.2	33.8	32.6	38.8	3	2	2	1	58.6	48.8	41.3	39.7	47.2
North Carolina Sch.of Arts		IIB				1*				36.0	35.9				1*				43.6	43.5
North Carolina State Univ.		I	3	2	2	2	60.8	44.0	37.7	28.6	44.9	3	3	3	3	71.7	52.2	44.7	34.3	53.2
North Carolina Wesleyan Coll		IIB	3		3		35.6	-----	25.7	-----	27.4	3		4		42.8	-----	30.0	-----	32.4
Pembroke State University		IIB	1	1	1		48.2	38.3	31.6		37.3	1	1	1		58.2	46.5	38.6		45.3
Pfeiffer College	115	IIB	5	4	4		28.7	28.9	24.0	-----	26.5	5	4	5		34.9	33.7	28.1	-----	31.4
Piedmont Bible College		IIB									14.8									23.6
Queens College		IIB	3	3	4	3	38.8	31.2	25.3	22.1	29.3	3	3	4	4	46.0	37.2	29.6	25.5	34.5
Roanoke Bible College		IIB					-----		-----	-----	21.5					-----		-----	-----	24.3
St. Andrews Presb. College		IIB	4	4	3		34.6	27.9	25.9		28.9	4	4	3		41.4	33.9	31.3		34.9
Salem College		IIB	3	4	4		35.0	29.3	24.9	-----	28.7	3	3	3		43.2	36.9	31.2	-----	35.9
Southeastern Seminary		IIA	5				36.6	-----	-----		34.8	4				48.4	-----	-----		46.1
Univ. of N.C. at Asheville		IIB	1	1*	1		50.4	41.8	32.6	-----	38.0	1	1	1		60.2	49.8	39.1	-----	45.4
Univ. of N.C. at Chapel Hill		I	2	2	3	2	62.7	44.7	36.6	28.9	47.0	3	3	4	3	74.0	53.0	43.2	34.7	55.5
Univ. of N.C. at Charlotte		IIA	2	2	2		49.9	41.4	34.8		38.6	2	2	2		59.3	49.1	41.1		45.8
Univ. of N.C. at Greensboro		I	3	4	4	2	56.5	40.4	34.3	30.4	39.9	4	4	4	2	67.0	48.2	40.8	36.9	47.6
Univ. of N.C. at Wilmington		IIB	1	1	1		48.1	39.2	33.1		37.6	1	1	1		57.9	46.9	39.3		45.1
Wake Forest University		IIA	2	2	3	3	52.8	42.2	32.5	25.8	41.7	2	2	4	4	64.8	51.5	37.4	29.6	50.3
Western Carolina University		IIA	3	2	2		47.1	40.4	33.0	-----	38.1	3	2	3		56.9	49.0	40.2	-----	46.1
Wingate College		IIB	4	4	4	4	31.9	27.5	24.0	20.9	26.3	4	4	4	4	38.7	33.5	29.5	25.7	32.2
Winston-Salem State Univ.		IIB	2	1	1*	1	42.5	36.8	33.6	28.8	36.1	2	2	1	1	51.8	44.8	41.3	35.6	44.2
NORTH DAKOTA																				
Bismarck State College		III		4	2			31.8	30.2	-----	30.5		3	2			40.6	37.8	-----	38.5
Dickinson State University		IIB	4	3	3	2	34.3	31.3	27.5	24.4	28.8	3	3	2	2	43.5	39.5	35.0	30.8	36.5
Jamestown College		IIB	5	5	5	4	30.9	26.8	22.2	20.8	24.9	4	4	5	4	37.6	32.6	27.9	26.0	30.7
Mayville State University		IIB	3	3	3		36.3	31.1	26.8		30.7	3	3	3		45.3	39.6	34.3		38.8
Minot State University		IIB	3	2	2	2	38.5	33.4	28.3	24.4	31.3	3	2	2	1	48.6	42.6	36.6	32.1	40.2
North Dakota State Univ.		IIA	4	4	3	4	42.4	34.8	30.9	23.0	35.9	5	5	5	5	42.4	34.8	30.9	23.0	35.9
Standing Rock College		III				5		-----		17.7	18.1				5		-----		22.6	23.2
University of Mary		IIB	4	4	3	4	33.5	29.2	25.9	20.0	27.1	4	4	3	4	42.5	36.0	32.1	24.6	33.6
Univ. of North Dakota-Main	1	IIA	4	4	4	5	41.2	34.1	29.7	22.2	33.4	4	4	4	4	51.6	42.8	36.8	27.9	41.8
Univ. of N. Dak. Williston		III				1			-----	28.4	29.3				1			-----	35.7	36.8
Valley City State University		IIB	4	3	3		34.9	32.4	26.7	-----	30.3	3	2	3		43.9	41.3	33.6	-----	38.3
OHIO																				
Air Force Inst. of Tech.	32	IIA	2	2	1		51.3	41.9	35.7	-----	43.7	2	2	2		61.7	50.9	43.4	-----	52.8
Antioch University	35	IIA	5	5	5		37.3	30.8	24.5	-----	29.0	5	5	5		47.8	39.3	31.8	-----	37.6
Art Academy of Cincinnati		IIB		5			-----	25.3	-----		27.6		5			-----	30.4	-----		33.1
Ashland University		IIB	3	3	3	4	36.4	30.9	26.6	20.5	28.8	3	3	3	4	46.3	38.6	32.6	24.9	36.0
Baldwin-Wallace College		IIB	2	2	2		41.9	34.8	28.5	-----	36.8	2	2	2		53.1	44.9	36.9	-----	47.3
Bluffton College		IIB	5	4	5		30.5	27.3	23.4		27.1	4	4	4		38.5	33.3	29.6		34.0
Bowling Green State Univ.		I	3	3	3	4	56.1	43.4	35.1	23.9	43.9	3	3	3	4	68.9	54.1	44.4	31.1	54.6
Bowling Green State U-Frlds.		III		1	1*	1	-----	41.0	36.1	28.5	37.1		1	1*	1	-----	51.1	45.4	36.3	46.6
Capital University		IIB	2	3	3	2	43.0	31.2	26.5	23.7	33.5	2	3	3	2	53.1	40.6	33.4	31.1	42.2
Case Western Reserve Univ.		I	2	3	3	3	61.9	43.5	36.0	28.1	47.1	2	2	2	2	75.8	55.0	45.3	36.7	58.7
Central State University		IIB	1	1	1	2	47.8	38.2	31.9	25.0	34.6	1	1	1*	1	62.5	50.8	43.3	34.9	46.6
Clark State Community Coll.		III	4	4	3	3	34.7	32.1	28.9	24.3	29.7	4	3	3	3	42.8	40.6	35.5	31.7	37.3
Cleveland State University	3	IIA	1	1	1	3	55.8	42.7	35.7	26.2	44.7	1	1	1	2	68.9	53.8	45.7	34.8	56.1
Coll. of Mount Saint Joseph		IIB	4	3	3	3	33.5	32.7	26.8	22.4	28.2	4	3	3	4	39.5	37.3	31.7	25.2	32.9
College of Wooster		IIB	1	2	2		46.9	36.2	30.0	-----	38.3	1	2	2		61.2	45.4	36.7	-----	48.6
Defiance College,The		IIB	4	4	4		32.5	28.2	24.8	-----	27.7	4	4	4		39.3	33.8	29.2	-----	33.1
Denison University		IIB	1	1	2	2	48.0	37.8	29.0	25.6	38.3	1	1	2	1	65.8	48.2	36.3	32.5	50.5
Edison State Community Coll.		III		4	3		-----	31.6	28.1	-----	29.8		4	4		-----	37.7	34.5	-----	35.9
Findlay, The University of		IIB	4	4	4	4	34.7	30.0	24.4	20.7	26.9	3	3	4	4	45.2	37.2	28.8	24.2	33.0
Hebrew Union College	70	IIA	1*	1			68.5	44.8	-----	-----	60.1	1*	1			81.2	56.4	-----	-----	72.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	97.	33.	20.		6.0	7.0	6.0	----	25	15	13	3	6	6	7		42.6	38.7	31.5	----	41.6	35.5	31.9	
20.	95.	41.	2.		17.7	10.9	10.9	9.7	16	24	32	8	5	5	25	10	----	----	29.2	21.7	----	----	27.8	22.6
22.	87.	81.	38.		2.4	4.6	5.5	----	25	46	26	1	6	17	16	2	48.4	38.8	33.2	----	46.9	38.9	32.3	----
17.	90.	94.	5.		3.6	4.8	4.6	5.2	22	13	9	3	8	3	11	8	28.7	----	25.0	----	28.3	----	22.2	----
16.	ALL	50.			12.9	8.2	5.9	----	11	5	10	1	1	3	9	2	----	----	27.8	----	----	----	25.4	----
23.	ALL	89.	23.		6.3	6.9	9.0	----	23	18	19	2	6	10	11		41.5	33.7	27.7	----	40.7	34.5	31.3	
20.	92.	53.	13.		7.2	7.9	8.2	----	12	14	19	2	1	3	11	4	----	----	26.7	----	----	----	25.3	----
19.	70.	65.	8.		5.0	5.0	5.0	----	9	12	27	5	1	5	13	6	----	----	23.0	----	----	----	26.2	----
26.	98.	53.	14.		4.9	6.3	6.9	----	30	18	13		12	12	8	1	33.5	31.0	25.7		33.1	30.3	25.2	----
13.					----	0.0	0.0	0.0	3	3	9	12		5	8	7	----	----	19.2	19.1		----	19.8	17.8
13.	ALL	88.	20.		10.5	10.7	10.4	----	30	10	5	2	11	6	10	3	32.2	28.0	----	----	29.4	26.4	----	----
17.	96.	89.	18.						12	12	7	2	13	15	21	10	38.1	32.7	29.2	----	36.4	31.9	28.7	----
15.	67.	40.	25.						11	9	11	6	4	6	5	4	----	28.7	----	----	----	26.2	----	----
23.	30.				6.2				17				6				25.4				21.5			
16.																								
21.	86.	81.	23.	10.	5.0	5.9	5.5	5.3	60	79	50	11	11	31	41	9	48.1	40.3	37.0	28.8	45.7	38.4	34.1	27.0
22.	96.	80.	53.	44.	6.3	6.6	5.7	5.3	40	48	47	4	12	26	29	5	48.0	41.0	34.0	----	50.5	38.7	33.4	----
21.				1.				6.1				46				34				36.9				34.6
18.	ALL	89.	10.		6.4	6.8	7.4	8.0	384	261	173	10	23	67	63	3	61.4	44.6	38.8	----	51.8	41.7	34.7	----
18.	ALL		8.		9.1	14.5	7.8	----	8	2	18	2		3	8	2	----	----	25.8	----		----	25.5	----
21.	98.	57.	19.		7.9	10.1	12.1		41	25	17		6	3	9		48.7	----	32.8		44.3	----	29.3	
19.	ALL	17.	11.		22.1	10.8	10.1	----	12	8	8	1	2	4	11	1	----	----	25.1	----	----	----	23.2	----
59.																								
18.	ALL	64.	4.		8.2	10.0	8.3	----	9	7	7	1	5	4	18	5	----	----	27.4	----	----	----	24.4	----
13.									2		2	1	1		1		----		----	----	----		----	
21.	ALL	89.			3.3	4.1	8.6		11	16	11		1	3	6		----	----	24.9		----	----	27.6	
25.	ALL	62.	10.		4.8	5.7	6.5	----	7	14	6		4	7	14	2	----	28.7	25.7		----	30.6	24.5	----
33.	92.				1.9	----	----		24	1	2			1			----	----	----			----		
20.	ALL	85.	2.		8.9	11.7	10.1	----	26	28	30	1	1	12	16	2	----	42.0	32.4	----	----	41.3	33.0	----
18.	99.	87.	4.		6.8	7.1	8.3	9.2	473	208	131	5	51	92	94	7	63.5	45.4	37.6	----	55.4	43.0	35.2	----
19.	98.	86.	11.		6.8	6.4	7.2		111	139	107		18	38	70		50.6	42.1	36.2		45.6	38.9	32.6	
19.	ALL	94.	20.		6.9	6.6	8.1	----	120	108	63	5	22	62	60	5	57.0	40.8	34.2	----	53.9	39.8	34.3	----
20.	ALL	92.	30.		6.9	6.6	7.6		71	74	68		8	22	33		48.3	39.6	33.8		46.9	38.2	31.4	
20.	ALL	84.	3.		7.0	8.8	9.4	9.3	105	53	55	18	12	14	32	10	52.9	43.7	33.2	26.9	51.8	36.6	31.2	23.9
21.	96.	85.	36.		6.1	6.1	6.9	----	64	87	40	1	4	23	35		----	41.0	32.4	----	----	38.1	33.7	
22.									11	14	23	3	6	9	9	6	32.1	27.4	24.0	----	31.5	27.6	24.1	----
22.	97.	60.	11.		4.6	6.9	7.4	8.8	26	17	20	4	13	18	17	4	43.2	37.6	34.9	----	41.2	36.0	32.1	----
26.		ALL	67.			5.9	4.8	----		25	35	2		9	10	1		32.7	28.9	----		29.3	34.4	----
27.	93.	79.	36.	12.	9.1	10.6	10.9	11.5	13	11	15	9	1	3	7	8	----	----	28.2	25.1	----	----	26.0	23.7
23.									8	8	7	6		5	5	4	----	----	----	----		----	----	----
27.	ALL	88.	41.		8.6	9.5	10.5		10	6	12		1	2	5		----	----	----		----	----	----	
28.	94.	92.	40.						33	28	37	11	1	8	25	8	----	34.0	28.9	24.7	----	31.2	27.5	24.0
0.	95.	85.	5.	8.					136	115	108	5	7	15	20	8	42.5	34.9	31.4	----	40.4	33.7	28.3	----
28.										1		6				6		----		16.2				19.2
24.									4	10	12	5	3	9	11	3	----	30.6	27.3	----	----	27.7	24.4	----
25.	98.	74.	16.		8.9	9.8	11.2	10.3	116	96	82	5	14	37	59	23	41.6	35.1	31.2	----	38.3	31.6	27.6	----
26.				59.			----	7.0			2	20				7			----	28.7				27.5
26.	ALL	92.	76.		6.0	8.0	8.1	----	17	11	5	2	1	2	12	2	----	----	----	----	----	----	----	----
21.	90.	86.	41.		6.8	4.7	5.7	----	37	28	28	1	2	1	1		----	----	----	----	----	----	----	
30.	96.	56.	5.		4.2	4.2	4.2		19	6	7		4	3	12	1	----	----	24.1		----	----	24.7	----
20.					----	5.9	----		4	4	2		1	4			----	----	----		----	----		
25.	97.	51.	12.						30	37	29	4	5	14	20	8	----	31.1	27.5	----	----	30.5	25.3	----
29.	94.	76.	7.		9.5	9.5	13.3	----	59	30	15	2	12	8	13	3	42.4	35.0	28.6	----	39.7	34.4	28.5	----
25.	82.	44.	38.		9.0	9.0	9.0		14	7	8		3	2	8		----	----	23.6		----	----	23.1	
24.	99.	97.	26.	5.	6.8	7.0	8.4	8.5	239	163	110	27	20	56	76	31	56.6	43.9	36.3	23.3	50.3	42.0	33.4	24.5
25.		ALL	ALL		----	6.7	9.9	6.8	4	13	3	7		1	3	4	----	----	----	----		----	----	----
26.	98.	67.	10.						34	14	19	5	14	13	20	6	45.2	34.2	28.5	----	37.8	28.0	24.7	----
25.	96.	76.							184	121	81	22	10	31	47	25	62.0	44.0	38.0	28.5	59.7	41.8	32.6	27.7
35.	94.	85.	37.	13.					17	22	45	7	1	4	22	8	----	----	32.3	25.0	----	----	31.1	25.0
26.					----	5.7	6.0	8.4	5	7	4	4	3	7	11	7	----	32.1	----	----	----	32.1	----	----
26.	99.	94.	1.		5.1	5.1	5.6	6.5	152	188	63	13	18	38	34	17	55.8	43.4	37.0	28.5	55.2	39.4	33.2	24.4
17.	92.	54.	13.		14.9	10.1	12.1	10.3	5	3	13	3	7	10	25	9	----	----	26.7	----	----	----	26.8	----
27.	96.	74.			9.5	10.9	12.0	----	49	16	24	2	6	7	22	2	47.4	36.5	30.1	----	42.9	35.4	30.0	----
19.	ALL	86.	17.		7.0	7.0	7.0	----	10	18	5	2	1	3	7	2	----	----	----	----	----	----	----	----
32.	ALL	93.			6.8	8.8	7.7	----	63	16	30	4	3	11	29	2	----	39.1	30.0	----	----	35.9	28.0	----
21.		ALL	85.						4	9	8	1	1	6	5	2	----	32.5	----	----	----	30.2	----	----
23.	ALL	81.	21.		7.2	9.9	2.8	5.4	11	17	19	5	5	4	14	5	----	----	24.7	----	----	----	24.0	----
20.	ALL	67.			5.0	7.4	----	----	27	5	2			1		2	----	----	----			----		----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OHIO (CONTD)																				
Heidelberg College		IIB	4	4	4	5	33.8	27.9	24.4	19.4	27.3	4	4	5	5	42.2	33.4	27.9	22.3	32.6
Hiram College		IIB	3	3	3	4	38.0	30.7	26.9	21.7	30.3	3	3	3	4	46.3	37.7	33.1	26.3	37.0
Jefferson Technical College	1	III		2	3	2	-----	35.5	29.7	26.0	31.7		3	3	2	-----	44.1	37.4	33.1	39.7
John Carroll University		IIA	3	3	3	2	45.8	38.3	31.4	28.3	37.6	3	2	3	2	58.6	50.6	39.0	35.5	48.1
Kent State Univ.-Kent Campus		I	3	3	4	3	57.0	41.6	33.7	25.7	44.0	3	3	4	3	69.5	51.8	42.7	33.5	54.5
Kent State Univ.-Ashtabula		III		1	1	2	-----	40.5	34.0	27.0	35.5		1	1	2	-----	50.5	43.1	35.0	44.9
Kent State Univ.-Liverpool		III			2			-----	31.8	-----	32.5			1			-----	40.6	-----	41.4
Kent State Univ.-Geauga		III						-----	-----		-----						-----	-----		-----
Kent State Univ.-Salem		III			2		-----	-----	31.1	-----	33.6			2		-----	-----	39.7	-----	42.6
Kent State Univ.-Stark		III		1*	1		-----	42.3	33.9	-----	37.6		1	1		-----	52.7	43.0	-----	47.2
Kent State Univ.-Trumbull		III		1	2		-----	40.9	30.2	-----	35.6		1	2		-----	51.0	38.7	-----	44.9
Kent State Univ.-Tuscarawas		III		1	1		-----	40.8	32.7	-----	35.2		1	1		-----	50.9	41.5	-----	44.4
Kenyon College		IIB	1	1	1	1	51.7	40.2	30.5	28.4	39.5	1	1	1	1	63.0	50.1	37.5	35.0	48.7
Kettering Coll.of Med. Arts		III	5	5	4	4	28.0	26.3	25.4	23.0	25.9	5	5	4	4	36.2	32.8	31.7	28.9	32.7
Lorain County Comm. College		III	1	1	2	2	46.9	40.9	31.9	27.9	35.5	2	1	2	2	56.7	49.8	39.4	35.1	43.6
Lourdes College	12	IIB			5	4		-----	21.9	20.8	21.6			5	4		-----	27.8	26.3	27.2
Malone College		IIB	4	4	4	3	33.3	29.3	25.6	22.7	28.0	4	4	4	3	41.9	36.5	31.0	27.3	34.5
Marietta College		IIB	3	3	3		39.3	33.0	27.2	-----	33.5	2	2	2		49.0	43.7	34.5	-----	42.9
Miami University-Hamilton		III		1*	1	2	-----	43.0	34.1	26.1	37.0		1	1	2	-----	53.6	42.5	32.5	46.1
Miami University-Middletown		III		1*	1	3	-----	43.2	34.5	25.3	37.0		1	1	3	-----	53.7	42.9	31.4	46.0
Miami University-Oxford		I	3	3	3	3	56.7	43.1	35.3	27.4	43.6	3	3	3	3	70.6	53.6	44.0	34.1	54.3
Mount Union College	4	IIB	2	3	3	3	40.7	32.4	26.0	22.8	32.8	2	3	3	3	52.0	40.3	31.9	28.4	41.2
Mount Vernon Nazarene Coll.	7	IIB	4	4	4		31.9	27.7	24.6	-----	27.2	4	4	4		38.4	34.4	30.0	-----	33.2
Muskingum Area Tech. College		III		4	4	3	-----	30.7	27.8	24.7	28.4		4	4	3	-----	37.8	34.4	30.9	35.1
Muskingum College		IIB	3	3	3	3	38.9	31.8	27.4	23.4	31.8	2	2	2	3	48.9	40.9	34.7	28.5	40.2
Notre Dame College of Ohio		IIB			5		-----	-----	21.5	-----	23.3			5		-----	-----	25.4	-----	27.5
Oberlin College		IIB	1	1	1		50.9	39.1	33.1	-----	42.6	1*	1	1		70.7	51.8	41.6	-----	57.3
Ohio Dominican College		IIB	3	3	3		38.1	31.1	25.8	-----	30.5	3	3	4		44.0	37.4	30.3	-----	36.0
Ohio Northern University		IIB	2	2	2	2	42.1	34.4	30.1	25.1	35.5	2	2	2	2	52.6	43.3	36.9	31.4	44.3
Ohio State Univ.-Main campus		I	2	2	2	3	62.5	45.4	37.6	26.7	49.3	2	2	2	3	75.0	55.4	46.4	33.9	59.8
Ohio State Univ.-Agr. Tech.		IIB		2	1	1		34.4	30.4	26.7	31.5		2	1	1		42.7	38.1	33.9	39.4
Ohio State Univ.-Lima		IIB		1	1			40.3	31.5		36.1		1	1			49.4	39.4		44.7
Ohio State Univ.-Mansfield		IIB		2	1		-----	36.0	30.4	-----	32.6		2	1		-----	44.5	38.1	-----	40.7
Ohio State Univ.-Marion		IIB		1	2		-----	39.8	30.0	-----	36.4		1	1		-----	48.9	37.6	-----	44.9
Ohio State Univ.-Newark		IIB		1	1		-----	37.6	33.4	-----	35.9		1	1		-----	46.3	41.6	-----	44.4
Ohio University-Athens		I	3	3	3	2	56.3	43.6	35.0	28.4	45.1	3	3	3	2	67.9	53.4	43.5	36.0	55.1
Ohio University-Belmont		III			1*			-----	36.6	-----	37.7			1*			-----	45.4	-----	46.6
Ohio University-Chillocothe		III		2	1		-----	37.3	32.2	-----	35.1		2	2		-----	46.1	40.3	-----	43.6
Ohio University-Lancaster		III		1	2		-----	40.5	31.1	-----	36.8		1	2		-----	49.9	39.0	-----	45.6
Ohio University-Zanesville		III		1	2	2	-----	39.5	30.7	27.4	34.8		1	2	2	-----	48.6	38.6	34.9	43.3
Ohio Wesleyan University		IIB	2	3	2		42.2	32.9	28.2		36.2	2	2	1		56.3	43.1	37.9		48.3
Otterbein College		IIB	3	3	3	2	36.6	31.8	26.9	23.9	29.8	3	3	3	3	45.8	39.8	32.8	27.8	36.6
Rio Grande, University of		IIB	3	3	3	3	36.2	31.7	27.7	21.9	28.7	3	3	2	3	44.2	39.2	34.8	28.4	35.8
Shawnee State University		IIB	3	1	3	1	39.1	37.5	27.9	27.6	31.6	2	1	2	1*	50.1	48.3	37.4	36.9	41.5
Southern State Comm. College		III		3	2	4		32.4	30.2	23.6	27.3		3	3	3		39.9	36.7	30.1	34.0
Trinity Lutheran Seminary		IIA	5				33.4	-----	-----		31.5	5				42.4	-----	-----		40.2
Univ. of Akron- Main Campus		I	4	4	3	2	54.3	40.9	35.7	30.3	43.5	4	3	3	1	66.7	51.2	45.1	39.1	54.2
Univ. of Akron-Wayne Coll.		III			4		-----	-----	27.6	-----	29.8			3		-----	-----	35.7	-----	38.5
Univ.of Cinti.-Main Campus		I	2	2	3	3	61.0	45.8	36.3	28.2	48.8	2	2	2	2	77.2	57.9	46.0	35.8	61.7
Univ.of Cinti.-Clermont Coll		III		1	3		-----	39.8	28.7	-----	34.5		1	3		-----	50.3	36.4	-----	43.6
Univ.of Cinti.-R.Walters C.		III	1	1	3	4	47.5	39.3	29.3	22.4	35.4	1	1	3	4	60.1	49.7	37.1	28.3	44.7
University of Dayton		IIA	2	2	3	5	48.3	40.6	31.9	21.8	38.9	2	2	3	5	61.0	49.5	38.4	25.4	47.8
University of Toledo		I	3	3	4	3	56.0	42.2	34.8	27.2	45.1	3	3	3	2	69.9	54.0	44.4	35.7	57.1
Urbana University	161	IIB	4		5	4	31.0	-----	22.8	20.2	24.4	4		5	5	38.4	-----	27.7	23.8	29.7
Ursuline College		IIB	4	4	4		32.9	29.6	24.1	-----	26.9	4	4	4		37.4	34.3	29.4	-----	32.0
Walsh College		IIB	4	4	4	4	34.0	28.2	24.0	20.3	27.2	4	4	4	4	41.2	35.0	29.7	24.7	33.4
Wilmington College	169	IIB	4	4	4		33.2	29.4	24.6	-----	27.6	4	4	4		41.3	34.8	29.5	-----	33.4
Wittenberg University		IIB	1	1	2		47.6	37.3	29.8	-----	38.8	1	1	1		60.5	47.1	37.6	-----	49.1
Wright State University-Main		IIA	1	2	2	3	55.7	42.4	35.0	24.3	41.8	1	2	2	3	67.8	52.3	43.5	31.2	51.5
Wright State U.-Lake Campus		III			2		-----	-----	31.3	-----	31.6			2		-----	-----	39.8	-----	40.1
Xavier University		IIA	3	3	3	4	45.1	36.9	31.5	23.0	36.3	3	3	3	4	55.7	44.9	38.0	28.5	44.5
Youngstown State University		IIA	1	2	2	2	53.3	42.5	32.9	26.9	43.9	2	1	2	2	66.0	53.7	42.8	35.9	55.2
OKLAHOMA																				
Bacone College		III			5	5		-----	20.1	16.9	18.7			5	5		-----	23.6	20.0	22.0
Bartlesville Wesleyan Coll.		IIB									21.9									29.2
Cameron University	4	IIB	3	2	2	3	37.7	33.5	29.2	22.8	31.4	3	3	2	3	45.5	40.6	35.4	27.6	38.1
Central State University	3	IIA	3	2	1	1	43.9	40.1	36.2	30.1	38.1	4	3	2	2	51.1	47.0	42.7	35.4	44.7
East Central University		IIB	2	2	1	1	40.5	36.1	32.2	26.0	33.9	3	2	1	2	48.6	43.3	38.4	30.8	40.5
Langston University		IIB	3	3	2	1	38.3	31.0	29.6	27.1	30.2	3	4	2	2	44.3	36.1	34.6	31.7	35.2
Mid-America Bible College		IIB					-----	-----	-----	-----	24.1					-----	-----	-----	-----	27.6
Northeastern Okla. St. Univ.		IIA	4	4	3	2	41.1	34.9	30.5	28.7	33.7	4	4	4	2	50.0	42.9	37.6	35.0	41.2
Northwestern Okla.State Univ		IIB	3	2	1	2	39.5	35.0	30.7	24.8	29.6	3	2	2	2	47.7	42.3	37.4	30.5	36.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	95.	76.	7.		5.3	5.4	5.6	----	16	15	18	4	3	2	9	3	----	----	24.7	----	----	----	23.7	----
22.	93.	88.	10.		8.0	8.0	8.0	----	23	9	10	4	4	7	10	6	----	32.2	28.5	----	----	28.8	25.4	----
25.					----	5.0	5.0	5.0	1	11	6	2		8	8	7	----	35.6	30.8	----		35.4	28.9	----
28.	98.	90.	13.	36.	7.5	8.2	5.9	5.6	54	34	43	5	7	8	24	6	46.4	38.1	32.9	----	41.3	39.3	28.6	----
24.	98.	93.	32.	33.	11.0	6.6	6.3	6.0	223	186	132	3	21	49	106	6	57.3	41.6	34.5	----	54.0	41.5	32.6	----
26.		ALL	91.		----	6.0	6.0	----	2	6	8	4		2	3	2	----	----	----	----		----	----	----
27.			58.			----	6.0	----		1	5				7	1		----	----				----	----
...						----	----			1	3			1				----	----			----		
27.			60.		----	----	6.0	----	1	2	6	2			4		----	----	----	----			----	
26.		95.	81.		----	6.0	6.0	----	1	16	15	1		3	11		----	----	34.3	----		----	33.3	
26.		ALL	52.		----	6.0	6.0	----	2	10	17	2	1	6	4		----	41.2	----	----	----	40.4	----	
26.		ALL	72.		----	6.0	6.0	----	1	4	13	1		4	5	2	----	----	----	----		----	----	----
23.	ALL	92.			5.8	7.9	9.2	12.1	33	28	21	6	3	11	17	5	----	41.5	33.4	----	----	36.8	26.9	----
26.					9.6	9.3	10.1	----	6	6	4		4	8	7	7	----	26.4	----		----	26.2	----	----
23.	ALL	ALL	55.	14.	3.3	3.8	4.7	6.8	6	29	11	7		8	18	15	----	40.9	32.3	27.0		40.6	31.7	28.4
26.						----	4.8	7.7		1	1	3		2	6	10		----	----	----		----	----	----
23.	93.	92.			6.3	7.7	7.3	----	14	8	8	4	1	4	9	5	----	----	25.7	----	----	----	25.6	----
28.	ALL	83.	10.		5.5	7.0	6.9	----	24	21	11	1	3	3	9	2	----	----	26.7	----	----	----	27.8	----
24.		ALL	24.		----	11.2	12.8	6.8	4	9	9	3		9	12	6	----	44.7	33.6	----		41.4	34.5	----
25.		ALL	56.		----	10.3	10.3	----	5	8	12			5	15	6	----	----	34.5			----	34.4	----
25.	99.	91.	29.		7.0	7.4	9.0	8.3	221	193	115	53	18	52	86	29	56.7	43.6	36.7	28.5	56.6	40.9	33.5	25.4
26.	ALL	75.	26.		7.6	8.1	8.2	----	25	16	12	6	3	4	7	2	----	----	26.2	----	----	----	25.7	----
22.									14	11	13	2	1	3	9	1	----	----	24.4	----	----	----	24.8	----
24.					----	5.0	5.3	6.0	2	10	7	6		3	3	5	----	----	----	----		----	----	----
26.	ALL	87.	12.		5.5	5.5	9.5	8.2	22	10	21	2	1	5	5	4	----	----	----	----	----	----	----	----
18.					----	----	----	----		2	3	2	2	3	5	1		----	----	----	----	----	----	----
35.	96.	83.			5.9	7.4	7.0	----	88	52	33	2	12	26	20	3	51.7	39.4	32.7	----	44.7	38.4	33.8	----
18.	ALL	90.	19.						5	7	6	1	6	14	10	2	----	32.3	28.0	----	----	30.5	24.4	----
25.	98.	73.	15.	8.	6.6	7.0	7.9	8.3	54	32	26	6	5	8	15	6	----	34.7	31.1	25.3	----	33.1	28.5	25.0
21.	ALL	98.	16.	19.	3.7	4.7	3.9	3.8	674	497	331	26	59	139	190	27	63.1	46.0	39.5	27.6	56.2	43.4	34.3	25.8
25.		ALL	64.			3.4	4.4	5.5		15	12	5		2	2	2		----	----	----		----	----	----
24.		ALL	29.			5.2	3.3			17	12			2	5			----	----			----	----	
25.		ALL	35.		----	3.7	4.6		1	10	17			4	6	1	----	----	30.6			----	29.9	----
23.		ALL			----	3.8	4.1	----	2	8	5	1		4	4		----	----	----	----		----	----	
24.		ALL	53.		----	5.5	3.6	----	2	9	11	1	1	4	4	2	----	----	----	----	----	----	----	----
22.	98.	90.	30.	20.	7.5	8.1	9.4	9.5	211	170	128	6	18	52	74	4	56.8	44.5	35.8	----	50.8	40.8	33.6	----
24.			82.			----	7.7	----		4	9				2	1		----	----				----	----
24.		ALL	67.		----	7.4	8.2	----	1	8	8	1		2	1		----	----	----	----		----	----	
24.		ALL	ALL		----	7.4	8.5	----		16	7	1	1	1	4			----	----	----	----	----	----	
24.		ALL	71.		----	8.3	6.8	8.0	2	9	3	2		3	4	6	----	----	----	----		----	----	----
33.	ALL	79.	13.						59	14	16		7	10	23		42.3	33.3	28.6		41.6	32.2	28.0	
23.	94.	82.	24.						25	12	24	7	9	5	26	13	36.6	----	27.0	26.4	36.6	----	26.9	22.6
25.	86.	81.	58.	31.					7	14	18	7		7	13	6	----	32.1	27.7	22.3		30.9	27.8	21.5
32.	83.	58.	27.		9.5	9.5	9.5	9.5	6	20	22	10		11	15	14	----	37.4	29.2	25.4		37.7	26.1	29.1
25.						14.4	8.0	7.4		8	7	7			5	13		----	----	24.0			----	23.4
28.	ALL				5.1	----	----		12	4	1			1	2		----	----	----			----	----	
25.	95.	88.	23.		6.0	5.9	5.9	5.9	231	198	110	5	27	76	95	31	55.0	41.5	37.4	----	48.2	39.2	33.7	----
29.					----	----	8.4	----	2	2	2	2		3	5	2	----	----	----	----		----	----	----
27.	99.	90.	15.	6.	5.6	8.3	8.5	8.9	344	275	163	9	39	106	92	9	61.8	46.6	37.4	29.3	54.4	43.6	34.5	27.1
26.		ALL	33.		----	6.2	6.7	----	1	5	5	1		6	4	1	----	----	----	----		----	----	----
26.	ALL	98.	48.		6.0	6.8	7.9	9.4	6	21	10	1	5	20	19	8	----	40.5	30.1	----	----	38.0	28.9	----
23.	97.	79.	26.		6.9	6.7	6.8	8.1	110	115	93	9	6	20	46	11	48.5	41.4	31.7	22.5	43.6	36.2	32.1	21.2
26.	97.	75.	14.	13.	6.5	6.0	8.2	6.9	246	136	122	12	24	31	61	18	56.6	42.5	35.6	29.1	49.3	40.5	33.2	25.9
22.	57.		20.		3.0	----	3.3	----	7	2	12	6		2	3		----	----	----	----		----	----	
19.	ALL				9.8	6.7	6.6	4.0	1		1		8	10	10	3	----		----		----	----	----	----
23.	88.	81.			4.8	5.0	5.2	----	7	13	5		1	8	4	7	----	28.7	----		----	27.4	----	----
21.	ALL	62.	29.		6.8	8.6	12.3	----	13	10	19	2	1	3	9		----	----	24.5	----	----	----	24.8	
27.	ALL	96.	28.		7.6	8.4	9.1	----	48	32	24		5	17	16	3	----	37.9	29.8		----	36.2	29.9	----
23.	95.	91.	11.		5.6	5.9	6.7	6.3	121	133	106	13	12	25	64	33	56.3	42.9	35.9	25.2	50.4	40.1	33.4	23.9
27.			56.		----		5.4	----	1	2	14	1			2	1	----	----	----	----			----	----
22.	ALL	89.	17.		7.6	8.2	8.3	8.5	64	41	34	9	4	15	30	15	----	37.4	33.3	22.2	----	35.8	29.4	23.5
26.	99.	91.	47.		6.6	8.4	10.1	9.6	188	75	70	16	23	41	42	20	53.8	43.0	33.7	28.7	49.7	41.6	31.7	25.4
18.										4	1				8	9		----	----				----	----
34.																								
21.	94.	63.	37.	7.	5.0	4.8	5.3	5.6	43	23	42	15	10	7	20	14	38.1	34.0	29.7	23.7	35.8	31.7	28.0	21.8
17.	ALL	81.	44.	2.	8.1	7.7	6.4	5.5	76	41	75	31	27	18	55	28	44.0	40.0	35.9	30.3	43.8	40.5	36.6	29.8
20.	ALL	81.	60.		6.1	6.8	7.6	5.0	37	22	42	13	5	10	18	15	----	36.2	32.5	26.5	----	36.0	31.5	25.6
17.	83.	15.	14.	29.	8.0	10.0	6.0	3.0	3	14	13	7	3	6	9	10	----	30.6	30.1	25.6	----	32.1	28.9	28.2
15.									4	1	3	3			2	2	----	----	----	----			----	----
22.	94.	40.	17.	2.					56	37	58	26	14	13	30	23	41.8	35.1	30.9	30.4	38.7	34.4	29.7	26.7
22.	ALL	55.	36.						8	10	13	17	2	1	9	22	----	----	30.2	25.0	----	----	31.6	24.7

APPENDIX I

OKLAHOMA (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Oklahoma Baptist University		IIB	4	4	4	5	33.5	29.6	24.6	19.7	27.1	4	3	3	3	42.5	37.1	32.2	26.4	34.8
Oklahoma Christian College		IIB	4	3	4	4	34.7	30.3	25.1	21.0	29.9	4	4	5	4	37.9	33.7	28.2	23.9	33.1
Panhandle State University		IIB	3	3	1	1	36.6	32.8	30.5	26.2	31.7	3	3	2	2	44.1	39.7	37.0	32.0	38.4
Oklahoma State Univ.-Main		I	5	5	5	3	47.7	37.7	32.5	25.8	38.6	5	5	4	3	58.0	46.4	40.3	32.4	47.2
Okla.St.Univ. Tech.Br.-Okla.		III	4	4	3	1	35.0	30.3	29.2	28.3	30.0	4	4	3	1	43.6	37.9	36.6	35.5	37.6
Phillips University		IIB	5	5	5		28.1	24.4	21.2	-----	24.1	5	5	5		33.3	29.0	24.9	-----	28.4
Southeastern Okla. St. Univ.		IIA	5	4	4	3	38.2	34.9	30.0	24.1	30.9	5	4	4	4	46.8	42.7	36.6	29.3	37.6
Southwestern Okla. St. Univ.		IIA	4	2	1	2	41.6	40.0	35.4	26.9	35.5	4	3	2	3	49.7	47.8	42.5	32.7	42.7
University of Oklahoma		I	5	5	5	5	48.9	38.0	31.3	19.9	39.1	4	4	5	5	60.5	47.1	38.9	24.7	48.5
Univ. of Sci.& Arts of Okla.	23	IIB	3	2	1	1	39.7	35.5	31.8	26.7	33.4	3	2	2	2	47.7	41.5	37.3	31.5	39.4
University of Tulsa		IIA	2	3	3	3	52.7	[illegible]	32.1	24.5	41.0	2	3	3	3	62.5	47.1	38.9	30.8	49.1

OREGON

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Columbia Christian College		IIB			5	5	-----	-----	15.9	15.5	17.7			5	5	-----	-----	17.8	17.3	19.9
Concordia College		IIB	5	3	4		28.9	30.9	23.7		27.3	5	3	4		36.5	38.3	30.2		34.3
Eastern Oregon State College		IIB	3	2	3		39.6	33.4	27.3	-----	32.1	2	2	2		51.7	44.3	36.4	-----	42.4
George Fox College		IIB	5	4	5		30.2	27.2	22.5	-----	25.6	4	4	5		38.6	34.7	27.2	-----	32.0
Lewis & Clark College		IIB	1	2	3	3	48.5	33.6	25.7	22.5	38.4	1	2	3	3	59.8	43.1	32.8	27.8	48.0
Linfield College	83	IIB	3	4	4		35.6	28.9	24.5	-----	29.6	3	3	3		47.2	39.0	33.6	-----	39.8
Mount Angel Seminary		IIB									18.1									19.6
Multnomah School of Bible		IIB	5				21.8	-----	-----	-----	20.3	5				26.3	-----	-----	-----	24.5
Northwest Christian College		IIB					-----	-----	-----		25.6					-----	-----	-----		30.6
Oregon Institute of Tech.		IIB	2	2	2	1	40.7	34.7	29.9	26.2	33.7	2	2	1	1	53.1	45.7	39.5	34.7	44.3
Oregon State University		I	5	5	5	5	46.7	37.8	31.9	23.0	37.6	4	4	4	4	60.6	49.7	42.2	31.3	49.4
Pacific Northwest Coll. Art		IIB									20.4									26.0
Pacific University		IIB	2	3	2		41.8	32.4	29.1	-----	32.8	2	3	2		52.5	39.7	34.6	-----	40.1
Portland State University		IIA	4	4	3	5	43.4	34.1	30.8	21.5	37.3	3	3	3	4	55.9	44.8	39.8	29.1	48.4
Reed College		IIB	1	1	1		49.9	38.1	31.6		42.7	1	1	1		62.3	48.4	40.6		53.8
Southern Oregon State Coll.		IIA	5	5	5	3	38.0	31.4	25.5	24.4	31.8	4	4	5	3	49.9	41.6	34.4	33.0	42.2
University of Oregon		I	5	5	5	4	46.7	35.4	29.2	23.2	36.5	4	4	5	4	60.7	46.9	38.7	31.7	48.0
University of Portland		IIA	4	4	4		42.6	35.5	30.0		33.9	4	4	4		52.6	43.2	36.5		41.3
Warner Pacific College		IIB	5	5			30.2	25.3	-----		25.6	4	5			37.8	29.5	-----		30.5
Western Baptist College		IIB	5	5			24.1	21.6	-----	-----	22.5	5	5			30.5	28.3	-----	-----	28.8
Western Cons. Baptist Sem.	165	IIA	5				29.1	-----	-----	-----	26.9	5				33.0	-----	-----	-----	30.6
Western Oregon State College		IIA	5	5	5	5	35.5	31.4	25.8	20.4	30.2	5	4	5	4	46.9	41.7	34.5	28.3	40.1
Western States Chiro. Coll.		IIA			5		-----	-----	26.1	-----	27.3			5		-----	-----	31.5	-----	32.8
Willamette University		IIB	1	1	1		49.5	37.1	31.3	-----	41.2	1	1	1		62.7	46.8	38.9	-----	52.0

PENNSYLVANIA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Academy of the New Church		IIB			1*		-----	-----	37.0	-----	35.7			1*		-----	-----	49.5	-----	47.5
Albright College		IIB	2	2	2		42.8	35.2	30.3	-----	36.2	2	2	2		54.1	45.1	36.9	-----	45.6
Allegheny College		IIB	1	2	2	3	48.4	36.3	29.0	23.4	35.9	1	1	2	3	62.7	47.0	35.2	28.5	45.4
Alltwn.Coll.St.Francis Sales		IIB	3	3	2	3	39.3	32.5	29.3	22.2	30.8	3	3	3	4	46.1	38.6	33.9	25.7	36.1
Alvernia College		IIB			5	5	-----	-----	21.1	19.6	21.5			5	5	-----	-----	24.2	22.5	24.5
American College		III	1*	1*			50.5	41.3	-----		46.7	1	1			59.9	49.9	-----		55.7
Beaver College		IIA	4	5	5	4	42.9	32.4	26.7	23.7	31.1	3	4	5	3	53.8	41.1	33.1	31.0	39.1
Bloomsburg Univ. of Penn.	26	IIA	2	2	2	2	51.8	42.0	33.3	27.8	41.4	2	1	2	1	65.6	54.0	43.6	37.1	53.3
Bryn Mawr College		IIA	2	2	2	3	52.4	42.0	34.0	24.1	43.1	2	2	2	3	65.0	52.3	41.9	30.2	53.2
Bucknell University		IIA	1	2	1		56.4	41.6	36.0		45.3	1	2	1		69.8	52.7	45.2		56.7
Bucks County Community Coll.		III	2	2	5	5	42.1	38.0	23.6	17.0	36.8	2	1	4	5	54.5	49.6	32.6	24.8	48.3
Butler County Community Coll		III	3	2	3	3	39.6	34.9	29.2	25.2	32.3	2	2	2	1	54.3	47.4	40.3	35.3	44.5
Cabrini College		IIB	3	3	1		39.5	32.5	31.1	-----	33.0	3	3	1		48.4	39.6	37.5	-----	40.4
California Univ. of Penn.	26	IIA	2	1	2	3	52.3	42.7	33.3	24.6	41.9	2	2	2	3	64.4	53.3	42.4	32.1	52.3
Carlow College		IIB	3	4	5		39.0	28.6	22.9		28.8	3	4	4		48.5	34.9	28.7		35.6
Carnegie-Mellon University		I	1	1*	1*	1*	70.9	49.3	43.5	42.9	57.2	1	1	1	1*	85.8	59.8	52.9	50.4	69.3
Cedar Crest College		IIB	3	3	4		36.8	31.3	25.1	-----	29.6	3	4	4		44.1	36.5	29.7	-----	35.1
Chatham College		IIB	2	2	3		41.2	34.1	26.9	-----	32.7	2	2	3		49.9	42.6	32.0	-----	40.1
Chestnut Hill College		IIB		5	5		-----	24.1	21.4	-----	24.9		5	5		-----	29.2	26.1	-----	30.2
Cheyney University of Penn.		IIA	5	5	5	5	35.0	28.9	23.0	18.2	29.8	5	5	5	5	46.5	39.3	32.3	26.8	40.4
Clarion Univ.of Penn-Main	26	IIA	2	2	4	2	51.6	41.6	30.3	27.5	41.0	2	2	3	2	63.7	52.7	40.3	35.8	52.0
College Misericordia		IIB	4	3	4		34.0	30.4	25.1	-----	27.0	4	3	4		39.9	37.3	30.4	-----	32.6
Comm.Coll. of Allegheny Co.	46	III	2	3	1		40.7	34.3	32.2	-----	37.4	2	3	1		51.8	44.1	42.2	-----	47.9
Community Coll. of Beaver Co		III	4	3	3	3	35.0	32.9	28.5	24.8	30.1	3	2	2	2	46.7	44.2	38.8	34.2	40.7
Community Coll.-Philadelphia		III	1	1*	1*	1	48.6	43.8	37.3	30.1	40.4	1*	1*	1*	1*	64.4	57.3	49.4	41.9	53.3
Delaware Valley College	6	IIB	2	2	1	2	42.8	35.6	30.4	23.7	33.4	2	2	2	2	51.1	42.9	37.0	29.3	40.3
Dickinson College		IIB	1	1	1	1	53.3	40.4	31.3	28.7	39.0	1	1*	1	1	66.8	53.0	38.3	34.6	49.3
Drexel University		I	3	3	2	3	59.0	42.5	38.1	26.8	43.8	3	3	2	3	71.0	52.1	46.4	32.8	53.2
Duquesne University		IIA	4	4	4	4	42.6	35.1	29.9	23.3	35.9	3	3	3	3	53.6	44.8	37.9	31.5	45.5
East Stroudsburg University	26	IIA	2	1	2		51.9	43.4	34.9	-----	44.6	2	1	1		64.3	54.4	44.6	-----	55.8
Eastern Baptist Theol. Sem.		IIB	2				40.1	-----			38.2	2				51.7	-----			49.0
Elizabethtown College		IIB	2	1	2		44.7	38.0	29.9	-----	37.3	1	1	1		56.4	47.8	37.6	-----	46.9
Franklin and Marshall Coll.		IIB	1*	1*	1	1	56.6	42.0	31.3	29.0	41.3	1*	1*	1	1	73.8	55.4	39.6	35.7	53.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	ALL	81.	38.		7.0	7.0	7.0	7.0	15	17	17	4	3	10	23	6	----	29.7	25.1	----	----	29.5	24.2	----
11.	70.	17.			0.0	0.4	0.3	0.7	26	21	5	4	1	2	9	4	----	----	----	----	----	----	----	----
21.	ALL	63.	6.						13	5	8	8	2	3	9	3	----	----	31.0	----	----	----	30.1	----
22.	63.	94.	17.	63.	5.4	6.7	6.9	7.9	300	195	150	9	17	52	59	15	47.8	37.9	33.0	27.6	46.2	36.9	31.1	24.8
25.	ALL	ALL	75.	13.					1	7	14	3	5	5	10	5	----	----	31.0	----	----	----	26.5	----
18.	ALL	61.			4.9	4.5	4.8	----	11	11	8	1	2	7	6	2	----	25.0	22.4	----	----	23.6	19.6	----
22.	ALL	89.	46.		7.5	19.4	6.9	5.6	30	7	31	23	7	2	15	17	38.2	----	30.3	24.9	38.3	----	29.5	23.1
20.	ALL	93.	60.						45	36	35	23	3	7	25	32	----	39.8	36.1	27.7	----	40.7	34.4	26.3
24.	95.	85.	6.		5.7	6.7	6.2	15.7	264	191	158	14	13	43	61	10	49.1	38.3	32.2	19.7	45.6	36.6	29.1	20.1
18.	ALL	80.	25.		7.9	8.7	9.1	7.7	9	11	11	4	1	4	9	5	----	----	32.3	----	----	----	31.2	----
20.	51.	21.	3.						73	71	38	4	5	21	22	7	----	39.8	32.5	----	----	37.2	31.4	----
12.									3	4	3	3	1		4	3	----	----	----	----	----		----	----
26.	67.	13.							6	6	6			2	5		----	----	----			----	----	
32.	74.	47.			0.3	4.8	0.8	----	18	12	19	2	1	3	10		----	----	26.8	----	----	----	28.3	
25.	67.	44.			9.6	9.4	8.2	----	8	14	11	2	1	2	7		----	----	23.5	----	----	----	20.9	
25.	99.	74.	3.		4.2	4.2	4.2	4.2	72	27	13	6	8	12	19	3	49.1	35.1	24.1	----	43.0	30.2	26.8	----
35.	97.	74.	3.		12.3	12.5	7.7	----	32	22	17	1	6	13	21	1	35.9	28.8	24.5	----	34.4	29.1	24.5	----
9.																								
21.									9	3	3	1			1	2	----	----	----	----			----	----
20.									4	5					1		----	----					----	
31.	97.	71.	11.		4.7	5.8	5.6	8.8	35	26	43	10	3	9	13	2	----	35.6	30.6	----	----	32.2	27.8	----
31.	ALL	90.	5.	9.	4.6	4.7	5.0	4.9	197	157	99	30	12	33	50	27	46.9	38.3	33.1	23.9	42.9	35.4	29.6	21.9
27.																								
22.	95.	56.	5.						20	24	21	3	2	10	16	1	----	33.2	28.8	----	----	30.4	29.5	----
30.	ALL	85.	2.		3.9	5.0	4.1	3.6	191	83	57	8	23	38	34	11	43.7	34.7	30.7	21.9	40.7	32.8	30.9	21.3
26.	ALL	72.			10.5	10.7	11.6		44	18	13		3	7	7		----	37.9	31.5			----	38.8	31.8
33.	89.	66.	6.		4.0	4.8	3.3	6.6	67	39	28	7	7	17	24		38.1	31.9	25.8	----	37.6	30.1	25.1	
32.	ALL	93.	1.	21.	4.4	4.6	5.3	5.6	210	141	94	30	23	51	77	36	47.1	35.8	30.2	25.3	42.7	34.3	27.9	21.5
22.	94.	77.	15.		7.9	11.1	10.7		15	35	32		3	9	14		----	36.0	30.7			----	33.5	28.3
19.									6	12	2		1	3	3		----	----	----		----	----	----	
28.	71.								6	6	1	1	1				----	----	----	----	----			
14.	ALL				5.0	----	5.0		14	4	4	1			1		----	----	----	----			----	
33.	ALL	58.	14.		4.0	4.6	4.6	7.2	48	30	26		13	8	23	6	35.8	32.2	26.4		34.4	28.7	25.1	----
20.			29.						3	3	14	2	1	1	3		----	----	----	----	----	----	----	
26.	95.	85.	6.		8.0	6.9	8.3	----	52	25	15	2	8	14	16		50.2	36.1	29.8	----	44.6	38.9	32.7	
33.			40.		----	----	6.0	----	5	3	7	5			3		----	----	----	----			----	
26.	ALL	89.	22.		6.1	6.9	6.0	----	25	19	10	2	11	9	13	3	43.3	35.8	30.6	----	41.8	33.8	30.0	----
26.	93.	89.			9.6	11.7	11.6	9.9	43	30	34	5	3	8	27	9	----	36.9	29.3	----	----	34.2	28.8	----
17.	43.	71.			5.4	5.9	5.9	----	5	16	16	4	2	5	12	2	----	----	29.8	----	----	----	28.6	----
14.					----	----	7.8	8.1		2	7	2	5	2	23	11		----	21.1	----	----	----	21.2	----
19.									13	8	2						----	----	----					
26.	92.	91.	17.		6.8	6.9	7.8	----	10	16	10	1	2	6	19	5	----	32.6	26.3	----	----	31.9	26.9	----
29.	97.	71.	39.	6.					86	92	62	9	17	23	52	7	51.9	42.3	33.3	27.5	51.4	41.0	33.2	28.1
24.	ALL	90.			7.9	9.2	15.4	10.8	44	15	4	1	18	14	18	7	52.6	42.4	----	----	52.0	41.6	----	----
25.	99.	96.	4.		8.1	7.5	9.5		82	42	50		6	15	31		57.2	42.4	37.3		46.1	39.2	33.9	
31.	ALL	94.	29.	86.					33	64	9	3	11	52	8	4	42.5	39.9	25.2	----	40.9	35.6	21.7	----
38.	ALL	93.	88.	31.					11	9	4	10	3	5	4	6	----	----	----	26.0	----	----	----	24.0
22.	ALL	83.	60.		11.4	10.0	8.2	----	7	3	8	2	6	3	12	3	41.2	----	32.1	----	37.6	----	30.4	----
25.	98.	78.	41.	8.					96	85	40	19	15	17	24	21	52.3	42.9	33.5	25.0	51.6	41.6	33.0	24.2
24.	ALL	30.			5.0	7.2	7.5		4	6	2		5	14	13		----	29.3	----			----	28.3	----
21.	ALL	43.							202	107	95	3	15	22	41	4	72.0	50.4	44.6	----	56.4	44.3	41.0	----
18.	ALL	93.	9.		9.3	14.4	9.2		11	7	8		3	7	14	2	----	31.3	25.9		----	31.3	24.6	----
23.	ALL	ALL	13.						9	6	7	5	3	8	9		----	33.8	27.4	----	----	34.3	26.5	
21.		86.	33.						3	3	7		2	4	5	4	----	----	----		----	----	----	----
35.	95.	93.	71.	50.					25	29	5	3	15	17	9	3	35.2	28.9	----	----	34.7	28.8	----	----
27.	92.	80.	51.	58.	5.7	9.6	7.7	14.9	87	69	39	4	9	21	46	8	51.5	41.9	30.0	----	52.0	40.8	30.6	----
21.	57.	85.	53.		7.1	7.3	9.4	----	5	7	12	2	2	6	18	2	----	28.9	26.7	----	----	32.3	24.0	----
28.	ALL	89.	73.						97	67	27		77	45	14	1	42.5	36.5	35.2		38.5	30.9	26.5	----
35.	ALL	ALL	75.	25.					5	7	6	9	6	10	6	7	----	33.0	30.1	24.1	----	32.9	27.0	25.7
32.	ALL	ALL	94.						9	96	78	6	12	64	77	2	51.2	44.7	38.7	----	46.7	42.4	35.9	----
21.	ALL	89.	52.		6.1	3.0	4.6	4.3	12	24	17	6		4	4	6	----	----	----	29.6		----	----	17.7
27.	ALL	91.			7.9	7.1	9.2	8.9	30	33	32	4	3	11	16	9	----	40.6	32.1	----	----	39.7	29.8	----
21.	94.	71.	8.		4.9	5.3	4.8	3.2	129	85	94	25	11	27	35	12	59.9	43.7	39.6	27.2	48.1	38.7	34.2	25.8
27.	90.	84.	18.	7.	9.8	8.6	8.1	9.2	89	60	51		14	29	23	14	43.3	36.5	31.0		38.0	32.2	27.5	----
25.	ALL	78.	38.						72	49	26	4	19	24	26	1	52.2	44.6	34.8	----	50.7	41.0	34.9	----
28.	75.								8					2			----					----		
26.	94.	85.	14.		8.5	7.8	10.2	----	31	35	17	2	2	4	12	3	----	----	30.1	----	----	----	29.7	----
29.	97.	93.	10.		5.8	6.8	9.1	11.2	37	35	32	6	1	11	16	5	----	42.5	31.3	----	----	40.4	31.3	----

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR

P E N N S Y L V A N I A (CONTD)

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Gannon University	62	IIA	4	5	5	5	39.9	32.9	27.5	21.6	31.9	3	4	4	4	53.6	42.0	35.3	27.7	41.4
Geneva College		IIB	4	4	4		33.0	28.0	24.0		29.1	4	4	4		41.8	36.2	30.8		37.2
Gettysburg College		IIB	1	1	1	1	52.8	39.5	31.0	28.6	38.6	1*	1	1	1	68.1	52.0	39.3	34.7	49.8
Harrisburg Area Comm.College	3	III	2	3	4	3	43.2	33.8	27.8	24.9	37.4	2	2	3	2	55.5	44.4	37.2	33.5	48.5
Haverford College		IIB	1*	1*	1*		56.3	43.8	33.7	-----	44.7	1*	1*	1*		73.7	57.6	43.3	-----	58.3
Holy Family College		IIB	4	3	4	3	34.9	30.8	25.5	23.0	27.6	4	3	4	3	41.7	37.1	30.6	27.7	33.2
Immaculata College		IIB	3	2			37.3	34.4	-----	-----	32.7	3	2			46.3	42.9	-----	-----	40.3
Indiana University of Penn.	76	IIA	2	2	2	3	51.9	41.8	33.2	24.1	42.0	2	1	2	3	65.9	53.9	43.8	33.1	54.2
Juniata College		IIB	2	3	2		40.6	32.5	28.5	-----	35.1	2	2	2		53.5	42.1	37.1	-----	46.0
Keystone Junior College		III	4	5	5	5	32.4	26.7	23.9	16.6	25.9	4	5	5	5	39.4	32.7	28.9	19.9	31.5
King's College		IIB	2	2	3		40.6	34.4	27.8	-----	33.5	2	2	2		53.9	43.1	35.1	-----	43.0
Kutztown Univ. of Penn.	26	IIA	2	2	2	2	51.8	41.9	33.6	26.4	41.7	2	2	2	2	65.0	53.3	43.7	34.8	53.1
Lackawanna Junior College		III					-----	-----	-----	-----	21.1					-----	-----	-----	-----	28.2
Lafayette College		IIB	1*	1*	1	1*	57.1	43.9	33.4	30.5	41.5	1*	1*	1	1*	71.3	55.9	41.2	37.5	52.0
Lancaster Bible College		IIB			5		-----	-----	19.5	-----	21.3			5		-----	-----	24.1	-----	26.2
Lancaster Theological Sem.		IIA	5				32.6		-----	-----	30.7	5				39.9		-----	-----	37.8
La Roche College		IIB	3	3	3		39.5	31.2	26.8		30.5	3	3	3		48.2	37.8	31.7		36.7
La Salle University		IIB	1	1	1	2	49.7	39.9	33.1	24.7	37.5	1	1	1	2	61.5	50.4	40.9	29.2	46.7
Lebanon Valley College		IIB	3	3	2		36.5	32.9	28.3	-----	32.8	3	2	1		48.5	44.9	37.6	-----	44.0
Lehigh County Comm. College		III	2	2	1		42.1	35.8	32.4	-----	36.1	2	2	1		53.2	45.7	41.4	-----	46.0
Lehigh University		I	2	2	1	1	64.1	46.5	39.0	33.4	53.7	1	1	2	1	80.8	58.4	47.5	38.6	67.3
Lincoln University		IIB	2	3	3	2	40.0	31.9	27.7	24.5	31.4	3	3	3	3	45.5	36.7	31.8	27.6	35.8
Lock Haven University	26	IIB	1	1*	1	2	51.3	42.1	32.4	24.3	40.9	1	1*	1*	1	64.2	53.4	41.8	32.1	51.9
Luth.Theol.Sem.at Gettysburg		IIA	5				28.6	-----	-----	-----	25.9	5				43.4	-----	-----	-----	39.5
Lutheran Theol. Sem.-Phila.		IIA	4				40.5	-----	-----	-----	36.3	3				56.7	-----	-----	-----	51.7
Lycoming College		IIB	3	2	2	2	39.6	34.5	28.2	25.4	31.7	2	2	3	2	49.7	44.0	33.5	30.0	39.0
Manor Junior College		III				5	-----	-----	-----	16.7	19.2				5	-----	-----	-----	18.4	21.2
Mansfield Univ. of Penn.	26	IIA	2	2	2	3	51.9	41.6	33.4	25.4	41.1	2	2	2	2	65.6	53.5	43.8	34.3	52.9
Marywood College		IIA	5	5	5		37.2	32.6	27.3	-----	30.4	5	5	5		46.1	39.7	34.3	-----	37.7
Mercyhurst College		IIB	3	3	4	3	35.6	30.8	25.5	21.9	28.1	3	3	4	4	44.3	39.5	31.0	25.8	34.7
Messiah College		IIB	2	2	2	1	40.2	34.2	30.2	26.8	33.0	3	2	1	1	48.2	42.6	37.6	32.7	40.6
Millersville Univ. of Penn.	1	IIA	2	2	2	4	50.2	41.3	33.4	23.6	41.6	2	2	2	3	63.1	52.7	43.5	31.5	53.0
Montgomery County Comm.Coll.		III	2	1	2	3	44.7	38.4	30.9	25.3	39.5	1	1	2	2	57.5	49.7	40.5	34.1	51.0
Moravian College		IIB	2	2	1		42.9	35.1	30.9	-----	37.0	2	2	1		55.1	43.8	37.8	-----	46.6
Mount Aloysius Junior Coll.		III		5	4	4	-----	26.2	24.7	21.4	24.2		5	5	5	-----	30.3	28.5	24.8	28.0
Muhlenberg College		IIB	1	1	1	2	50.2	39.5	31.0	23.9	37.7	1	1	1	2	66.5	49.4	39.5	29.3	48.4
Neumann College		IIB	3	4	3		35.0	27.1	25.9	-----	27.1	4	5	4		40.3	31.3	30.7	-----	31.7
Northeastern Christ.Jr.Coll.		III					-----	-----	-----	-----	21.2					-----	-----	-----	-----	26.3
Peirce Junior College		III	4	4	4		33.8	29.6	24.8	-----	30.1	4	4	4		42.1	36.8	30.7	-----	37.5
Penn. College of Optometry		IIA		2	3	3	-----	40.8	31.2	26.1	37.2		2	3	3	-----	49.8	38.6	32.6	45.6
Penn.Coll.of Podiatric Med.		IIB	1	2	1*		49.8	36.4	34.1	-----	39.3	1	2	1*		59.6	44.5	42.0	-----	47.8
Pennsylvania College of Tech	112	III	3	2	1	1	39.4	37.6	33.8	30.1	33.7	2	1	1	1	51.7	49.3	44.2	39.7	44.3
Penn State Univ.-Main Campus	26	I	2	2	2	5	62.0	44.3	36.8	22.4	45.2	2	2	2	4	75.3	55.0	45.7	29.1	55.7
Penn State Univ.IIA CAMPUSES	113	IIA	1	1	1	1	53.6	43.5	37.9	31.7	39.2	2	1	1	1	65.6	54.5	47.5	40.3	49.2
Penn State Univ.III CAMPUSES	114	III	1	2	2	3	48.2	37.7	31.9	25.6	31.3	1	2	2	2	60.3	47.2	40.4	32.9	39.7
Phila. College of the Bible		IIB	5		5		22.7	-----	18.7		20.3	5		5		27.2	-----	22.2		24.2
Phila. Coll. of Pharm.&Sci.		IIA	1	3	3	3	55.7	36.9	31.9	24.1	35.8	1	3	2	3	69.4	48.0	42.0	32.9	46.5
Phila.Coll.of Textiles&Sci.		IIB	1	1	1*	1	48.2	38.2	34.1	28.0	37.3	1	1	1*	1	61.7	49.8	42.5	33.4	47.2
Pittsburgh Theol. Seminary		IIA	3				45.5	-----	-----		38.9	3				56.9	-----	-----		48.7
Point Park College		IIB	4	4	4		34.4	28.1	24.2	-----	29.8	4	4	4		42.6	35.0	29.7	-----	36.9
Reading Area Community Coll.		III	5	5			32.2	25.5	-----	-----	29.8	4	5			39.6	31.8	-----	-----	36.9
Robert Morris College		IIB	3	2	1	2	39.5	36.5	30.9	25.3	33.2	2	1	1	1	51.0	46.2	39.7	32.8	42.5
Rosemont College		IIB	3	3	5		38.4	33.0	23.3	-----	30.5	3	2	4		47.8	41.0	29.3	-----	38.1
Saint Francis College		IIB	3	3	3		38.5	32.2	26.6	-----	32.1	3	2	3		47.9	41.1	32.5	-----	40.1
St. Joseph's University		IIA	2	2	2	4	48.8	39.7	33.2	23.4	38.4	2	2	2	4	60.9	50.5	41.1	28.7	48.0
Saint Vincent College		IIB	3	3	3	3	39.0	31.6	26.1	23.4	29.9	2	3	3	3	49.9	39.5	31.5	28.2	37.1
Seton Hill College		IIB	3	4	4		38.3	28.6	23.8	-----	26.9	3	4	4		45.3	35.7	29.0	-----	32.8
Shippensburg University	26	IIB	1	1	1*	1	51.3	41.1	33.8	26.1	44.5	1	1*	1*	1	64.2	52.4	43.8	33.9	56.3
Slippery Rock Univ. of Penn.	26	IIA	2	2	2	2	52.3	40.9	33.5	26.8	42.0	2	2	2	2	65.2	52.1	43.1	35.1	53.1
Susquehanna University		IIB	1	2	1		46.1	35.2	32.0		37.9	1	2	1		58.1	42.8	38.1		46.5
Swarthmore College		IIB	1*	1*	1*	1*	57.7	41.9	34.2	29.1	47.0	1*	1*	1*	1	72.2	52.5	42.7	36.0	58.7
Temple University		I	3	2	3	2	56.0	44.4	36.0	30.1	46.7	3	2	3	2	68.4	54.9	44.0	37.1	57.3
Thiel College		IIB	4	4	4		34.8	28.9	24.2	-----	30.4	3	4	4		45.2	36.3	30.5	-----	38.8
Th.Jefferson U.-All.Hlth Sci		IIB		1	1	1	-----	40.3	32.5	28.6	34.4		1	1	1*	-----	52.0	41.6	37.2	44.0
University of the Arts		IIB	3	3	4		37.6	32.0	25.1		31.7	3	3	4		45.4	38.7	30.1		38.2
University of Pennsylvania		I	1*	1*	1*		73.3	52.4	44.0		61.6	1*	1*	1*		91.5	68.0	54.9		77.5
Univ. of Pittsburgh-Main		I	2	3	3	4	61.2	43.9	36.1	23.1	46.0	2	2	3	4	76.5	55.7	45.2	29.9	57.9
Univ. of Pittsburgh-Bradford		IIB	2	2	2	5	40.6	36.1	28.8	19.2	31.5	2	1	2	4	52.5	46.1	36.3	24.3	40.1
Univ. of Pittsburgh-Grnsburg		IIB	2	2	2	3	40.8	34.1	28.2	21.9	30.7	2	2	2	4	53.3	44.4	35.0	26.0	39.0
Univ. of Pittsburgh-Johnstwn		IIB	1	1	2	2	45.7	37.4	29.3	25.2	34.0	1	1	1	1	61.0	49.0	37.6	32.5	44.3
Univ. of Pittsburgh-Titsvlle		III		3	4	5		32.7	24.7	21.0	26.2		2	4	4		44.3	31.1	26.6	34.1
University of Scranton		IIA	3	3	2	1	44.0	37.0	34.1	29.1	36.5	3	3	2	1	58.3	48.2	43.5	38.0	47.4
Ursinus College		IIB	1	2	2		45.0	36.0	30.2	-----	35.6	1	2	2		58.1	44.7	36.8	-----	44.4
Valley Forge Christian Coll.		IIB		5	5		-----	24.5	20.0	-----	21.5		5	5		-----	31.0	23.7	-----	26.2

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
30.	92.	81.	34.		3.4	4.3	5.2	6.3	34	43	28	6	4	15	25	7	----	34.1	29.8	24.9	----	29.5	24.8	18.8
28.	ALL	87.	42.		8.8	8.9	9.8		18	12	9		2	3	3		----	----	----		----	----	----	
29.	93.	86.	2.	13.	8.0	5.8	7.6	----	27	45	23	5	3	11	21	3	----	40.3	31.8	----	----	36.4	30.1	----
30.	ALL	87.	82.	5.	8.1	11.7	12.1	12.7	63	11	4	3	9	4	7	18	43.8	----	----	----	39.3	----	----	----
30.	ALL	87.			7.1	7.8	8.1	----	30	14	17	2	1	9	8	2	----	43.4	33.8	----	----	44.4	33.4	----
20.	ALL	56.	11.						5	2	8	2	4	7	19	6	----	----	25.2	----	----	----	25.6	----
23.	88.	89.			----	7.4	----		3	4	1		5	5	2	4	----	----	----		----	----	----	----
29.	98.	72.	40.	10.					201	138	110	10	29	42	88	19	52.1	42.1	33.6	22.4	50.7	40.6	32.7	25.0
31.	58.	38.	18.		11.9	9.1	8.2	----	34	13	8	2	2	8	9	1	----	33.1	29.6	----	----	31.5	27.5	----
22.	ALL	ALL	36.		9.2	7.2	11.0	----	11	5	2	2	2	9	9	6	----	----	----	----	----	----	----	----
28.	ALL	90.	24.		5.5	5.1	5.6	----	24	30	21		1	1	13	1	----	----	28.0		----	----	27.4	----
27.	98.	77.	34.	14.					92	94	53	8	18	34	59	6	51.8	42.1	34.1	27.2	51.8	41.1	33.1	25.2
33.									3	2	4	2		2	1	2	----	----	----	----		----	----	----
25.	94.	98.	2.		7.8	9.0	10.6	11.5	32	41	43	9	2	9	21	2	----	44.5	33.8	----	----	40.9	32.4	----
23.									3	2	5	1	1		2		----	----	----	----	----		----	
23.	ALL								7			1	1		2		----			----	----		----	
20.									3	9	6		4	9	13		----	31.8	27.1		----	30.5	26.6	
24.	ALL	94.	40.		10.0	7.1	7.6	15.5	29	67	55	5	1	12	30	9	----	40.6	34.4	----	----	36.3	30.7	----
34.	ALL	88.	25.		10.5	6.4	6.2	----	24	14	11		3	2	9	1	----	----	28.9		----	----	27.6	----
27.	ALL	83.	53.						19	5	10	1	5	7	5	3	----	----	----	----	----	----	----	----
25.	ALL	95.			9.4	9.6	7.8	----	190	90	53	3	12	12	29	4	65.1	47.2	40.7	----	48.1	41.4	35.7	----
14.	62.	88.	30.		5.8	5.9	5.8	5.8	16	7	19	4	5	10	8	4	----	31.0	28.5	----	----	32.5	25.9	----
27.	98.	92.	26.		5.9	5.5	5.5	5.5	49	50	23	6	10	10	24	11	51.3	42.3	33.2	24.8	51.6	41.1	31.7	24.0
53.	ALL				4.5	----	----	----	9	2	3	1		1	2		----	----	----	----		----	----	
42.	ALL								7	2	1	1	1	1	2		----	----	----	----	----	----	----	
23.	ALL	ALL	34.	14.	8.6	9.7	10.6	----	11	24	24	2	1	1	11	5	----	----	28.6	----	----	----	27.5	----
10.									1	2	2	3	2	1		3	----	----	----	----	----	----		----
29.	98.	89.	49.						50	44	32	5	3	13	25	5	----	41.7	34.3	----	----	41.2	32.2	----
24.	94.	77.	45.		9.0	8.0	7.4	----	14	20	21	2	4	19	34	2	----	32.8	27.6	----	----	32.3	27.1	----
24.	ALL	92.			3.8	4.6	5.8	10.9	8	16	21	7	6	9	10	7	35.1	32.0	25.8	23.7	36.3	28.8	24.9	20.1
23.	48.	7.							23	26	25	8	2	4	19	7	----	----	30.2	27.0	----	----	30.2	26.5
27.	98.	81.	43.						102	76	50	6	13	28	42	6	50.2	41.7	33.8	21.2	50.4	40.4	32.8	25.9
29.	ALL	93.	85.	17.	6.5	7.1	8.0	----	44	26	7	2	16	30	13	4	46.[illegible]	38.6	35.3	----	40.9	38.2	28.5	----
26.	97.	84.	25.		11.7	14.1	12.7	----	25	26	10	1	8	5	6	3	43.5	----	31.8	----	41.1	----	29.5	----
16.									1	2	5		2	4	10	11	----	----	----		----	----	----	----
28.	97.	76.	9.		7.9	9.7	8.9	6.3	29	21	29	3	3	4	15	4	----	----	31.4	----	----	----	30.3	----
17.					----	----	5.3	----	3	3	5	2	3	7	17	3	----	----	----	----	----	----	----	----
24.									2	1	1	2		1		2	----	----	----	----		----		----
24.					5.8	4.2	6.0	----	9	3	4		7	5	2	3	33.7	----	----		34.1	----	----	----
23.		85.							2	21		2		6	8	4	----	40.7		----		41.0	----	----
22.	78.								8	7	10	2	1			2	----	----	----	----	----			----
31.	ALL	ALL	88.	58.					13	31	38	48	3	6	14	16	----	37.6	34.4	30.3	----	37.3	32.0	29.3
23.	96.	81.	11.		6.6	7.3	8.2	10.1	553	372	292	70	31	67	118	88	62.2	44.8	38.4	23.4	58.6	41.6	32.9	21.6
25.	93.	79.	19.		6.7	7.0	8.0	8.4	27	67	81	37	2	10	15	16	----	43.6	38.8	34.0	----	42.7	33.3	26.6
27.	ALL	92.	53.		7.5	7.7	7.9	8.9	27	108	283	149	8	28	76	89	48.1	38.2	32.5	26.9	48.6	36.0	29.6	23.4
19.									8	3	6		1		6		----	----	20.0		----		17.4	
30.	ALL	67.			6.0	8.1	8.7	7.6	15	11	33	9	3	4	16	7	----	----	32.2	23.6	----	----	31.2	24.9
27.	ALL	96.	21.		5.9	6.4	8.8	----	16	21	18	4	1	5	10	9	----	----	34.5	----	----	----	33.3	----
25.	ALL				5.0	----	----		9	3	2			1	2		----	----	----			----	----	
24.	94.	88.	42.						25	10	10	1	7	7	9		35.0	30.8	25.5	----	32.2	24.1	22.7	
24.					5.2	----	----	----	8				12	6	1	2	34.0				31.0	----	----	----
28.									5	38	37	6	3	8	18	3	----	36.7	31.1	----	----	35.2	30.6	----
25.	ALL	ALL	46.		7.0	7.0	7.0	----	4	11	5		4	6	8	1	----	34.7	----		----	30.0	----	----
25.	ALL	94.	47.						16	13	11		5	5	4	5	----	----	----		----	----	----	----
25.	95.	88.	27.		7.0	6.9	6.3	----	36	48	46	8	5	3	13	5	----	----	33.4	----	----	----	32.7	----
24.	ALL	84.			5.2	6.7	10.5	8.1	6	28	10	6		3	3	3	----	----	----	----		----	----	----
22.	ALL	25.			----	10.9	9.6	----	2	8	7		6	4	21	3	----	----	23.7		----	----	23.8	----
26.	97.	59.	40.		9.5	9.9	9.5	----	139	52	34	3	14	26	23	6	51.5	42.0	34.3	----	49.4	39.3	33.1	----
27.	ALL	70.	51.	9.					112	69	61	7	19	24	47	16	52.3	41.1	33.5	27.3	52.1	40.4	33.5	26.5
23.	90.	89.	18.		7.1	6.9	10.4		26	24	16		3	3	12		----	----	32.7		----	----	30.9	
25.	ALL	89.	6.		6.0	6.6	7.1	----	61	24	17	6	11	12	18	2	58.1	42.2	34.6	----	55.6	41.3	33.7	----
23.	95.	90.	11.	9.					410	286	171	25	80	97	103	21	56.6	45.1	36.4	31.6	52.6	42.5	35.4	28.2
28.	ALL	68.	7.		5.9	6.8	9.5	----	27	10	6		2	9	9	1	----	28.9	24.4		----	29.0	24.1	----
28.										1	4	1	4	8	25	11		----	----	----	----	----	----	----
21.	ALL	78.	4.						23	29	16		3	11	10		----	32.7	25.4		----	30.4	24.6	
26.	ALL	94.	0.		7.1	7.9	8.2		482	187	173		55	49	61		73.6	53.4	45.6		70.4	48.8	39.5	
26.	96.	83.			7.0	7.2	7.6	8.4	389	312	197	20	48	105	143	49	62.1	44.6	36.8	22.8	53.8	41.9	35.2	23.2
27.	ALL	94.			7.8	8.0	5.1	9.9	7	14	12	2	2	2	10	6	----	----	28.6	----	----	----	29.2	----
27.	ALL	88.			6.7	7.0	6.6	----	7	11	11	2	1	5	7	8	----	----	28.5	----	----	----	27.8	----
30.	92.	ALL			8.8	7.4	7.8	7.9	10	45	28	10	2	11	11	8	----	38.2	29.8	28.4	----	34.5	28.0	21.3
30.		ALL				7.3	10.5	10.3		7	4	3		1	3	5		----	----	----		----	----	----
30.	94.	89.	27.		7.5	7.9	7.8	9.6	46	68	56	7	2	8	28	11	----	37.2	35.2	28.9	----	34.5	31.8	29.2
25.	95.	87.	6.		8.1	8.2	8.9	----	16	19	18	2	3	11	13		----	36.5	30.3	----	----	35.2	30.0	
22.		43.	22.						1	4	7	3		3	2		----	----	----	----		----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																				
Valley Forge Mil. Jr. Coll.		III					-----	-----			26.7					-----	-----			34.9
Villanova University		IIA	1	1	1	3	57.6	43.9	36.4	24.9	43.1	1	1	1	3	72.2	56.8	46.9	32.6	55.1
Washington & Jefferson Coll.		IIB	2	1	2	2	44.4	39.0	29.9	24.7	37.1	2	1	1	2	55.6	49.0	37.7	30.9	46.6
Waynesburg College		IIB	4	4	5	3	32.4	28.4	23.4	23.4	26.5	4	3	4	2	42.6	37.2	29.4	30.7	34.4
West Chester Univ. of Penn.		IIA	2	1	2	1	51.6	42.6	33.5	29.1	42.6	2	2	2	1	63.7	53.5	42.9	38.2	53.4
Westminster College		IIB	2	3	3	2	41.1	32.8	28.0	24.2	35.1	2	3	3	3	49.3	40.1	33.0	26.6	41.9
Westminster Theol. Seminary		IIA	5				32.1	-----	-----		30.0	5				38.8	-----	-----		36.3
Westmoreland Co. Comm. Coll.		III	4	2	3	4	36.4	34.6	29.5	22.1	31.0	3	2	2	4	46.3	44.4	38.3	29.4	40.0
Widener University		IIA	2	1	2	2	52.2	43.9	34.3	28.6	40.6	2	1	2	2	66.0	55.6	43.5	36.1	51.5
Wilkes College		IIA	4	4	4		40.1	33.4	28.8		32.7	4	4	5		48.7	41.5	34.1		39.6
Wilson College		IIB	4	5	5		31.3	25.9	22.5	-----	24.9	5	5	5		34.4	32.2	25.8	-----	29.0
York College of Pennsylvania		IIB	1	1*	1		49.5	42.6	32.8	-----	36.9	1	1*	1		61.3	54.5	41.5	-----	46.7
RHODE ISLAND																				
Brown University	23	I	2	3	2		64.5	43.8	36.9	-----	53.4	2	3	3		77.3	53.1	44.8	-----	64.3
Bryant College		IIB	1	1*	1*		53.4	49.0	38.6		45.4	1	1*	1*		67.5	61.3	49.1		57.0
Community College of R.I.		III	2	3	3	4	41.0	33.4	28.0	22.1	35.9	2	3	3	4	51.5	42.7	36.2	29.2	45.5
New England Inst. of Tech.		III			3	2		-----	29.2	26.7	28.8			3	2		-----	35.7	33.0	35.3
Providence College	118	IIA	2	2	2	2	50.3	41.1	32.7	28.2	38.4	1	1	2	1	67.0	55.4	43.5	36.6	51.2
Rhode Island College	4	IIA	3	2	2	2	46.7	39.5	33.6	28.0	39.9	3	2	2	1	58.3	49.9	42.0	36.4	50.0
Rhode Island School Design		IIB	1	1	1		46.7	37.0	30.6		37.9	1	2	2		60.2	44.9	36.7		46.9
Roger Williams College	121	IIB									39.4									50.5
Salve Regina College		IIA	4	4	5	3	41.5	33.8	28.2	24.7	32.8	4	4	5	3	50.7	41.2	33.2	31.4	39.8
University of Rhode Island	156	I	4	3	3	1*	55.2	42.7	36.7	41.4	47.3	3	3	2	1*	68.6	54.0	46.0	50.1	59.2
SOUTH CAROLINA																				
Baptist Coll.of Charleston		IIB	4	4	4		33.1	28.4	24.8	-----	26.9	4	4	4		39.7	34.7	29.8	-----	32.5
Central Wesleyan College	4	IIB	5	5	5		25.8	23.9	18.5	-----	22.8	5	5	5		31.7	28.1	23.3	-----	27.8
Citadel Military Coll.of SC		IIA	3	3	3	4	46.2	37.2	31.0	22.6	38.6	3	3	3	4	55.7	45.2	37.8	28.0	46.8
Clemson University		I	4	4	4	5	53.4	39.3	33.3	20.5	40.5	4	4	4	5	62.8	47.0	40.0	25.2	48.1
Coker College		IIB	4	4	3		33.5	29.7	25.8	-----	29.1	4	4	4		40.0	34.5	29.5	-----	33.9
College of Charleston		IIB	2	1	2	3	44.5	38.5	28.5	22.6	35.5	2	1	2	3	53.1	46.2	34.6	27.8	42.7
Columbia Bible Coll. & Sem.		IIA									23.1									28.6
Columbia College		IIB	3	3	2	2	36.4	31.2	28.1	24.6	31.0	3	3	3	3	43.5	38.2	33.8	28.6	37.3
Converse College		IIB	3	2	3	2	37.5	33.8	28.0	25.5	31.8	3	2	2	2	48.3	43.7	36.2	31.6	41.0
Francis Marion College		IIB	2	2	2	4	43.8	34.8	28.2	21.8	33.6	2	2	3	3	52.2	41.7	34.0	26.6	40.3
Furman University		IIB	1	2	2	2	48.1	35.8	29.6	24.9	38.7	1	2	2	3	60.9	45.0	36.0	28.5	48.4
Lander College		IIB	2	2	2	1	41.6	36.6	30.3	26.0	34.8	2	2	2	2	49.5	43.8	36.4	31.4	41.7
Limestone College		IIB	5	5	5		24.5	24.0	22.7	-----	23.2	5	5	5		29.0	27.9	26.3	-----	27.0
Newberry College		IIB	5	5	5	5	30.1	26.4	23.0	19.6	25.7	5	5	5	5	35.8	31.5	27.5	23.1	30.6
North Greenville College		III			5	5	-----	-----	20.0	16.6	19.8			5	5	-----	-----	24.5	19.6	23.7
Presbyterian College		IIB	3	3	3		39.6	31.4	27.6	-----	33.4	3	3	3		47.7	37.8	32.0	-----	39.9
Univ. South Carolina-Main		I	4	4	3	4	55.2	40.1	35.4	25.2	43.6	4	4	4	4	64.6	47.6	42.3	30.5	51.6
Univ. South Carolina-Aiken		IIB	2	2	2	2	43.0	35.5	29.5	24.4	33.7	2	2	2	2	51.1	42.4	35.5	29.6	40.3
Univ. South Carolina-Beaufort		III		4			-----	31.5	-----	-----	31.1		4			-----	37.8	-----	-----	37.4
Univ. South Carolina-Coastal		IIB	2	2	1	4	42.1	34.6	30.5	21.0	32.1	2	2	2	4	50.0	41.3	36.6	25.5	38.5
Univ. South Carolina-Lncster		III		3	3		-----	32.6	28.7	-----	31.5		4	4		-----	39.0	34.6	-----	37.8
Univ. South Carolina-Slktche		III			4		-----	-----	27.8	-----	29.8			4		-----	-----	33.5	-----	35.8
Univ. South Carolina-Sprtbrg		IIB	2	2	3	2	40.3	35.6	27.8	25.2	33.3	3	2	3	2	48.0	42.5	33.4	30.5	39.9
Univ. South Carolina-Sumter		III	3	3	2		39.2	33.2	29.9	-----	32.8	3	3	3		46.8	39.7	35.9	-----	39.3
Univ. South Carolina-Union		III					-----	-----	-----	-----	28.8					-----	-----	-----	-----	34.6
Voorhees College		IIB	4		5	5	32.1	-----	22.8	17.6	21.7	5		5	5	36.9	-----	25.6	19.8	24.5
Wofford College		IIB	2	2	2		42.5	34.5	29.9	-----	35.5	2	2	1		54.6	42.6	37.7	-----	44.7
SOUTH DAKOTA																				
Augustana College		IIB	3	3	3	4	35.1	30.5	25.9	20.4	29.0	3	2	3	3	45.9	42.0	33.1	26.7	37.9
Black Hills State University		IIB	3	3	3	4	35.7	30.3	27.1	21.7	29.8	4	4	3	4	41.4	35.9	31.7	25.6	34.9
Dakota State College		IIB	3	3	3	3	35.9	32.6	26.7	22.6	28.1	4	3	3	3	41.5	37.8	31.2	26.6	32.7
Dakota Wesleyan University		IIB		5	4	3	-----	26.4	23.9	21.9	24.9		5	4	4	-----	31.3	29.0	26.1	29.9
Huron University		IIB				5	-----	-----		15.6	17.1				5	-----	-----		18.1	19.8
Mount Marty College		IIB	5	5	5	4	28.6	23.6	21.5	20.5	23.0	5	5	5	5	31.2	26.3	24.1	23.0	25.6
North American Baptist Sem.		IIA	5				27.3	-----	-----	-----	24.3	5				35.5	-----	-----	-----	31.7
Northern State University	106	IIA	5	5	5	5	38.4	30.9	25.3	21.3	29.4	5	5	5	5	44.4	36.0	29.6	25.1	34.3
Sioux Falls College		IIB	5	5	4		29.4	25.3	24.3	-----	25.2	4	4	4		37.8	32.6	30.2	-----	32.0
South Dakota Sch.Min.& Tech.		IIA	4	3	4	4	40.4	38.1	30.4	23.3	36.3	5	3	4	5	46.6	44.0	35.4	27.3	42.1
South Dakota State Univ.		IIA	5	5	5	4	36.1	31.3	27.6	23.1	30.9	5	5	5	5	41.7	36.4	32.1	27.0	35.9
University of South Dakota		I	5	5	5	5	41.7	32.0	28.3	20.8	32.6	5	5	5	5	48.1	37.2	33.0	24.5	37.9
TENNESSEE																				
Austin Peay State University	29	IIA	4	5	5	5	43.1	32.4	26.9	21.5	34.1	4	5	5	5	53.3	40.3	33.9	26.6	42.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.					----	----	----		2	3			3	2			----	----			----	----		
28.	98.	87.	37.		7.3	7.0	7.4	15.0	118	121	156	5	13	21	82	18	58.3	44.1	37.4	----	51.1	42.7	34.5	----
26.	96.	87.	6.		10.0	10.0	10.0	10.0	25	25	10	4		6	6	6	----	39.5	31.6	----		36.8	26.9	----
30.	ALL	75.	6.		9.9	6.3	7.6	6.4	13	7	9	6	3	1	9	8	----	----	22.7	23.2	----	----	24.0	23.5
25.	97.	92.	65.	78.					125	124	84	6	29	37	57	3	51.7	42.7	33.2	----	51.0	42.6	33.9	----
19.	ALL	ALL	40.						38	18	10	2	9	7	5	9	41.8	33.0	----	----	38.2	32.1	----	----
21.	ALL				1.5	----	----		10	4	1						----	----	----					
29.					8.3	8.8	8.6	----	10	9	15	4	3	7	11	4	----	35.3	30.2	----	----	33.7	28.5	----
27.	72.	62.	6.		7.7	8.2	10.2	9.6	41	64	43	7	9	27	42	7	53.4	43.8	35.3	27.8	46.8	43.9	33.2	29.4
21.	87.	80.	7.		9.9	9.5	9.9		30	34	34		1	11	33		----	34.0	30.6		----	31.5	27.0	
17.	ALL	60.	7.		----	5.3	9.1	----	6	5	8			5	6	3	----	----	23.5			----	21.3	----
26.	83.	77.	44.		6.6	6.9	7.6	8.2	11	20	33	3	1	6	29	2	----	42.7	33.2	----	----	42.3	32.4	----
20.	ALL	97.			7.7	8.7	9.8	----	262	73	58		22	32	38	4	65.1	44.7	38.6		56.8	41.8	34.4	----
25.	94.	55.	32.		6.4	7.4	11.2		26	40	17		9	7	5		54.0	49.0	----		51.7	49.2	----	
27.	99.	94.	29.	14.	8.5	9.6	9.9	9.8	103	25	21	3	59	26	57	4	41.5	32.9	28.4	----	40.2	33.8	27.9	----
23.										2	38	11		2	6	3		----	29.4	----		----	27.9	----
33.	98.	88.	50.	39.	6.0	6.0	6.0	6.0	32	54	43	12	9	12	25	16	51.6	41.5	34.0	29.0	45.8	39.3	30.6	27.6
25.	99.	93.	28.		9.1	8.6	8.7	5.2	93	63	53		21	37	50	8	47.0	41.0	35.2		45.5	37.1	32.0	----
24.					6.7	7.7	8.1		21	28	15		5	12	11		----	38.2	31.2		----	34.2	29.7	
28.																								
21.	87.	67.	9.		6.5	7.2	5.7	3.3	13	14	17	2	10	22	18	7	41.9	32.9	29.0	----	41.1	34.4	27.5	----
25.	98.	92.	18.		7.3	9.4	10.1	6.9	282	143	73	4	35	51	74	5	55.7	43.2	38.7	----	50.8	41.5	34.8	----
21.	57.	36.	3.						12	7	17	1	2	4	13	1	----	----	24.5	----	----	----	25.2	----
22.	91.	38.	13.		7.8	9.0	7.5	----	10	6	4		1	2	4	1	----	----	----		----	----	----	----
21.	95.	94.	7.		6.9	8.2	8.9	----	58	50	22	3	1	4	8	6	----	----	32.0	----	----	----	28.3	----
19.	97.	76.	14.	2.	6.8	6.8	6.8	6.8	231	164	120	25	15	37	69	28	53.8	40.2	35.3	21.0	47.6	35.6	29.9	20.1
17.	ALL	60.	12.		9.9	9.8	10.2	----	13	5	10	2	2	5	7		----	----	25.8	----	----	----	25.9	
20.	ALL	92.	35.						49	69	49	7	7	21	31	10	44.1	38.7	28.6	21.0	47.3	37.6	28.4	23.8
23.																								
20.	88.	90.	13.		6.0	15.0	8.0	12.3	17	9	5	2	7	11	11	9	37.3	31.1	----	----	34.2	31.3	----	----
29.	ALL	82.	26.		4.9	4.9	3.6	----	11	21	10	4	2	13	13	4	----	34.6	27.6	----	----	32.4	28.2	----
20.	91.	55.	23.	3.	6.2	7.7	7.3	7.1	48	27	24	13	7	4	16	20	44.6	----	28.3	21.5	38.8	----	28.0	22.0
25.	99.	93.	30.		8.2	8.5	9.1	6.8	68	34	24	9	6	12	19	3	48.2	36.7	29.8	----	47.0	33.2	29.4	----
20.	ALL	73.	12.						31	20	19	1	4	17	22	5	----	36.6	30.8	----	----	36.7	29.8	----
16.	71.	43.			5.7	----	5.8	----	6	4	7	2	1	3	4		----	----	----	----	----	----	----	
19.	85.	62.	11.		8.5	6.8	3.8	----	10	10	7	5	3	3	2	2	----	----	----	----	----	----	----	----
20.			38.	17.	----	----	0.0	0.0	3	1	3	4	2	2	5	8	----	----	----	----	----	----	----	----
20.	ALL	83.	16.						25	10	14	3	3	2	5	1	----	----	----	----	----	----	----	----
18.	96.	84.	14.		8.4	8.7	9.6	11.1	351	268	134	24	27	83	83	41	55.7	40.7	37.0	27.0	48.4	38.1	32.9	24.2
20.	ALL	67.	5.		14.7	15.5	15.8	13.0	14	23	18	3	6	7	21	6	43.9	35.6	29.2	----	41.0	35.3	29.8	----
20.		ALL			----	7.5	----	----	3	7	3	1		2	2		----	----	----	----		----	----	
20.	91.	85.	32.		8.4	9.1	8.8	7.4	22	31	19	8		8	25	14	----	34.8	30.6	21.3		33.8	30.4	20.7
20.		77.			----	9.4	8.9	----	2	10	2	1	1	3	5	1	----	----	----	----	----	----	----	----
20.			17.		----	----	----	----	3	3	3	1		1	3	1	----	----	----	----		----	----	----
20.	90.	79.	5.		8.2	12.5	9.9	7.2	31	20	7	5	9	18	15	11	41.0	36.5	27.2	----	38.0	34.6	28.0	----
20.	ALL	81.	14.		----	8.6	8.9	----	6	15	5	2		6	2	3	----	33.2	----	----		33.1	----	----
20.					----	----	----	----	1	4	1	1			1	2	----	----	----	----			----	----
13.	ALL				3.0	----	3.0	3.0	6	1	6	9	1	1	3	11	----	----	----	16.6	----	----	----	18.5
26.	90.	95.			7.1	6.8	6.8	----	19	20	11	2	2	2	1	3	----	----	----	----	----	----	----	----
31.	98.	95.	15.						40	15	34	9	3	6	26	3	----	30.1	26.4	----	----	31.6	25.3	----
17.	ALL	73.	37.		4.8	5.3	5.9	4.6	19	13	20	2	5	2	10	6	----	----	27.3	----	----	----	26.8	----
17.	ALL	71.	50.						10	6	5	10		1	11	6	----	----	----	23.7		----	----	20.8
20.		75.	60.		----	0.0	0.0	0.0	4	7	6	2		1	4	4	----	----	----	----		----	----	----
16.									2	3		3	1			11	----	----		----	----			----
11.	ALL	45.	7.		5.0	5.4	5.0	7.7	4	6	4	3	3	5	11	6	----	----	----	----	----	----	----	----
30.	ALL								6	2	1	1				1	----	----	----	----				----
16.	96.	60.	32.		7.0	6.2	4.0	8.2	25	22	30	6	1	3	11	7	----	----	25.3	20.7	----	----	25.3	21.9
27.	ALL	83.	25.						7	10	6	4	1	2	6	1	----	----	25.0	----	----	----	23.6	----
16.	98.	57.	9.		7.0	10.7	4.6	4.6	46	17	15	5		4	7	2	----	----	32.0	----		----	27.1	----
16.	96.	72.	10.	3.	4.9	6.3	5.0	5.5	112	43	67	22	15	21	35	17	36.0	32.0	28.1	24.0	36.7	29.9	26.6	21.8
16.	94.	77.	5.	3.	4.3	5.7	5.4	3.7	84	57	50	9	10	17	34	28	42.0	32.2	28.8	22.1	38.8	31.4	27.4	20.4
24.	97.	78.	16.		10.7	11.1	8.5	7.2	66	36	38	1	10	14	30	8	43.7	32.2	27.6	----	39.2	32.9	26.0	----

APPENDIX I

TENNESSEE (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Bethel College		IIB	5	5			25.7	23.9	-----	-----	24.1	5	5			31.8	29.7	-----	-----	29.6
Bryan College, Wm. Jennings		IIB	5		5		24.7	-----	21.1	-----	22.7	5		5		30.6	-----	24.8	-----	27.5
Carson-Newman College	6	IIB	4	4	4		33.7	28.1	25.0	-----	28.2	4	4	4		40.2	33.2	29.3	-----	33.2
Chattanooga St.Tech.Comm.Col		III	3	3	2	3	37.3	33.4	31.2	25.2	28.8	4	4	3	4	43.1	38.7	36.1	29.1	33.3
Cleveland State Comm. Coll.		III	4	3	3	3	36.6	32.6	28.2	24.1	31.2	4	3	4	4	44.7	39.8	34.7	29.3	38.1
Columbia State Comm. College		III		2	3	3	-----	35.1	29.2	24.0	28.8		2	3	3	-----	44.2	37.0	30.7	36.5
David Lipscomb University		IIB	3	3	3	3	38.8	32.2	27.2	22.9	31.3	3	3	3	3	46.9	40.5	33.1	27.7	38.4
Dyersburg State Comm. Coll.		III	4	4	4	4	33.5	29.0	25.1	21.7	27.0	4	4	5	4	41.0	35.8	30.5	26.6	33.0
East Tennessee State Univ.		IIA	3	2	3	3	45.5	39.4	32.2	25.1	36.9	3	3	3	3	55.2	48.2	39.6	31.2	45.2
Free Will Baptist Bible Coll		IIB									22.4									27.4
Freed-Hardeman College	1	IIB	4	4	4	5	33.6	29.2	25.6	18.8	27.1	4	4	4	5	39.8	34.4	30.0	22.7	32.0
Hiwassee College		III	5		5		21.3	-----	18.1	-----	19.8	5		5		25.5	-----	21.2	-----	23.3
Jackson State Comm. College		III	4	3	4	4	36.2	32.2	26.7	23.2	30.0	4	3	4	4	44.1	39.5	33.0	28.9	36.9
Lambuth College		IIB	5	5	5		28.1	24.4	22.7		25.2	5	4	4		35.8	32.6	28.8		32.4
Lane College		IIB		5	5	5	-----	23.3	20.9	17.4	21.3		5	5	5	-----	26.4	23.9	18.8	23.9
Lee College		IIB	5	5	5	5	30.6	25.8	23.2	19.6	24.8	5	5	5	5	36.0	31.1	27.9	23.0	29.5
Maryville College		IIB	4	4	5	4	31.2	27.2	23.0	20.3	25.2	5	5	5	5	36.9	32.4	27.0	23.8	29.8
Memphis State University		I	4	4	4	5	50.9	40.4	33.8	22.6	39.4	4	4	4	5	60.9	49.1	41.3	28.2	47.7
Middle Tenn. State Univ.		IIA	3	3	4	4	46.8	37.7	30.1	23.3	36.7	3	3	3	4	57.7	47.5	38.1	29.7	45.8
Milligan College		IIB	5	5	4		30.5	26.8	24.4		27.5	5	4	4		36.4	32.6	28.8		33.0
Motlow State Community Coll.		III		3	3	2	-----	34.5	29.3	26.4	30.2		3	3	2	-----	42.2	36.0	32.6	37.1
Nashville State Tech. Inst.		III	3	3	2	3	38.2	32.2	31.2	24.1	30.1	4	4	2	4	46.2	39.1	38.0	29.6	36.6
Pellissippi St.Tech.Comm.Col		III		4	4	3	-----	32.0	27.8	24.1	29.0		3	3	3	-----	39.5	35.1	30.6	36.3
Rhodes College		IIB	1	1	2	3	46.3	36.9	29.6	22.1	35.2	1	1	2	4	59.6	48.1	35.1	25.8	44.0
Roane State Community Coll.		III	3	4	4	4	37.3	29.5	26.8	21.5	28.0	4	4	4	5	45.2	36.0	32.6	26.4	34.2
Shelby State Comm. College		III	4	5	4	5	34.3	27.5	24.9	20.3	27.0	4	5	4	5	42.2	34.1	31.2	25.8	33.5
Southern College of SDA	130	IIB	5	5	5		23.5	22.5	21.6	-----	22.4	5	5	5		28.7	27.5	26.4	-----	27.4
State Tech. Inst. at Memphis		III	3	4	4	4	37.8	31.1	27.1	23.1	29.1	3	4	4	4	46.3	37.8	33.2	28.4	35.6
Tennessee State University	137	IIA	4	3	3	5	42.7	36.4	30.6	20.9	33.9	4	4	4	5	50.7	43.4	36.6	25.4	40.5
Tennessee Technological Univ	1	IIA	2	3	2	4	48.3	38.7	33.2	22.7	38.6	3	3	2	4	58.7	47.8	41.2	28.9	47.5
Tennessee Wesleyan College		IIB	5		5		19.7	-----	18.2	-----	19.2	5		5		24.5	-----	22.8	-----	23.8
Tri-Cities State Tech. Inst.		III		4	2	3		30.7	29.9	24.9	27.6		4	3	3		37.1	36.4	30.7	33.8
Tusculum College		IIB	5		5		24.7	-----	22.1	-----	22.9	5		5		28.7	-----	25.2	-----	26.5
University of the South		IIB	1	2	2	1	47.5	33.6	28.7	28.4	39.4	1	2	1	1*	62.0	44.0	38.9	37.2	51.8
Univ. of Tennessee-Knoxville		I	4	4	4	4	53.3	39.1	33.4	23.7	43.9	3	4	4	4	67.8	49.1	40.9	29.4	55.4
Univ. of Tenn.at Chattanooga		IIA	3	3	3	4	44.0	37.3	32.1	23.6	38.0	3	3	3	4	56.3	46.4	38.7	28.9	47.5
Univ. of Tennessee- Memphis	21	I	5	4	5	3	50.5	40.5	32.7	27.3	38.4	4	4	4	3	64.4	50.6	40.2	33.0	47.9
Univ. of Tennessee-Martin		IIB	2	2	2	4	40.4	34.0	30.0	20.7	36.1	2	2	1	3	53.2	43.9	37.6	26.7	46.9
Univ. of Tennessee-Inst.Agri.		IIA	2	2	2		49.3	40.9	35.0	-----	42.2	2	2	2		63.4	51.6	42.9	-----	53.3
Vanderbilt University		I	1	2	1	1	67.8	44.7	38.8	35.1	51.5	1	2	1	1	83.9	56.8	48.6	44.3	64.4
Volunteer State Comm.College		III	3	4	2	4	37.9	30.5	30.5	21.9	28.4	3	4	2	4	47.0	37.9	38.0	27.6	35.5
Walters State Comm. College		III	3	3	3	3	40.2	34.2	29.8	24.8	32.2	3	3	3	3	49.5	42.3	37.0	31.1	39.8

TEXAS

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Abilene Christian University		IIA	5	5	4	4	37.9	31.5	29.8	23.1	33.0	5	5	3	3	47.7	40.2	38.4	30.6	42.0
Amber University		IIB									30.2									36.0
Austin College		IIB	2	2	2		43.8	33.8	28.7	-----	36.4	2	2	2		54.7	42.6	35.4	-----	45.4
Baylor University		I	4	3	3	3	55.4	43.1	35.8	28.0	42.2	3	3	3	3	68.9	54.2	43.6	35.1	52.2
Brazosport College		III	2	2		3	44.6	35.0	-----	24.2	36.1	3	4		4	49.4	39.2	-----	27.7	40.4
Corpus Christi State Univ.	27	IIB	2	2	3		41.3	34.0	27.8	-----	34.8	2	2	2		50.0	41.6	34.4	-----	42.5
Dallas Baptist Univ.		IIB	4	4	4		31.9	28.2	25.4	-----	28.7	4	4	4		39.2	33.9	30.7	-----	35.0
Del Mar College	1	III	2	2	2	2	41.6	36.0	31.8	26.5	34.3	3	3	2	3	51.1	44.1	39.0	31.0	41.8
East Texas Baptist Univ.		IIB	5	4	4		30.0	28.1	24.6	-----	27.4	5	4	4		36.0	33.5	30.2	-----	33.0
East Texas State University	27	IIA	4	4	4	2	41.4	33.6	29.4	27.3	36.2	4	4	4	2	50.2	41.0	36.2	33.6	44.1
East Texas State U-Texarkana	27	IIB	2	1			43.1	37.6	-----	-----	38.6	2	1			53.0	46.5	-----	-----	47.7
Galveston College		III	4	4	3	2	36.0	31.2	29.3	26.8	30.4	4	4	3	3	42.9	37.4	35.3	32.4	36.5
Howard Payne University	72	IIB	5	5	4	4	25.1	25.3	24.1	21.4	24.1	5	5	4	4	30.9	31.4	29.3	26.0	29.5
Jarvis Christian College		IIB	4	5	5	5	31.1	25.2	21.2	18.2	23.1	5	5	5	5	36.4	28.9	24.1	20.6	26.5
Lamar University	27	IIA	3	4	4	3	43.9	35.6	30.0	25.9	33.0	3	4	4	3	53.5	43.8	37.4	32.4	41.5
Lamar University-Orange	27	III			4	4		-----	25.2	22.2	23.4			4	4		-----	31.1	27.7	29.1
Lamar Univ.-Port Arthur	27	III				5			-----	20.9	21.3				4			-----	26.7	27.1
Laredo State University	29	IIB	2	1	1		41.2	38.6	31.8	-----	36.1	2	1	1		50.5	47.2	39.3	-----	44.2
LeTourneau University		IIB	5	5	4		30.2	25.1	25.1	-----	26.1	4	4	3		37.7	33.6	32.2	-----	33.7
Lubbock Christian University		IIB	5	5			28.1	23.9	-----	-----	25.2	5	5			31.9	27.6	-----	-----	28.8
McMurry College		IIB	4	4	3	4	32.9	30.0	26.3	21.3	29.3	4	3	3	4	39.6	37.1	31.6	25.7	35.4
Midwestern State University	27	IIA	3	3	3	4	44.5	37.5	31.0	23.7	35.8	3	3	3	3	54.2	46.2	38.7	30.2	44.2
Our Lady of the Lake Univ.		IIA	5	5	5	5	36.7	32.3	27.3	21.8	29.6	5	5	5	5	42.3	37.7	31.3	25.0	34.2
Prairie View A&M University	27	IIA	3	2	1	1	46.5	41.2	37.0	29.9	37.3	3	2	1	1	56.8	50.6	45.6	37.3	46.0
Rice University		I	1	2	2	2	67.3	45.8	38.4	29.3	55.4	1	2	2	2	81.0	56.7	47.7	37.2	67.5
St. Edward's University	1	IIB	2	3	3		40.7	32.4	27.2	-----	31.2	2	3	3		49.1	38.3	32.0	-----	37.0
St. Mary's University		IIA	1	3	3	4	56.3	38.5	32.3	23.1	42.5	1	3	4	5	66.9	45.5	37.5	25.8	50.1
Sam Houston State University	27	IIA	3	3	3	2	44.4	38.0	31.5	28.4	38.2	3	3	3	2	53.5	46.2	38.7	35.1	46.3
Schreiner College		IIB	4	4	5	5	32.8	28.4	23.5	19.6	25.9	4	4	4	4	41.2	34.0	28.4	24.0	31.8

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	ALL	73.			5.0	3.5	----		7	7	5		1	4		1	----	----	----		----	----		----
21.	80.		42.						9	4	10		1	1	2	1	----	----	----		----	----	----	----
18.	ALL	77.	40.		5.4	7.0	5.2	----	27	19	22	3	5	11	20	1	----	28.8	26.2	----	----	26.9	23.8	----
16.	92.	97.	58.	2.					12	21	15	20	1	18	16	34	----	33.5	32.1	27.2	----	33.4	30.4	24.0
22.	ALL	ALL	ALL		4.0	4.0	4.0	----	8	21	4	5	4	10	8	5	----	33.0	----	----	----	31.8	----	----
27.		93.	71.	3.					3	5	14	7	2	9	7	25	----	----	29.6	23.9	----	----	28.2	24.1
22.	94.	62.	26.		5.6	5.7	5.5	4.7	34	23	24	11	2	3	3	10	----	----	----	22.7	----	----	----	23.1
22.	ALL	ALL	89.	31.	5.8	6.5	5.4	----	6	6	2	6	3	7	7	7	----	27.7	----	22.3	----	30.2	----	21.2
22.	90.	83.	38.	35.	4.9	5.8	4.7	5.0	109	92	64	34	17	27	56	35	45.9	39.4	33.6	24.6	42.8	39.5	30.5	25.5
22.																								
18.	ALL	78.	58.		3.1	4.0	4.5	8.7	13	18	14	5		5	5	5	----	----	----	----		----	----	----
17.	ALL		29.		5.9	----	5.7	----	8	1	1	2	4	4	6	3	----	----	----	----	----	----	----	----
23.	ALL	89.	53.		5.4	5.4	5.4	5.4	6	23	8	6	1	14	7	5	----	33.0	27.0	----	----	31.1	26.4	----
28.	87.	ALL	21.		5.8	7.0	7.0		14	5	6		1	4	8		----	----	25.2		----	----	20.9	
12.		60.	43.	8.	----	1.1	----	----	5	8	5	9		2	2	3	----	----	----	----		----	----	----
19.	94.	80.	47.						14	8	22	5	2	2	8	6	----	----	23.1	----	----	----	23.6	----
18.	ALL	85.	18.		12.9	11.4	13.6	10.4	8	7	5	1	1	6	6	10	----	27.8	----	----	----	26.4	----	----
21.	95.	81.	31.						219	159	134	41	25	40	85	65	51.2	40.9	34.7	23.9	48.6	38.5	32.4	21.8
25.	90.	75.	38.						167	76	77	31	22	37	67	51	47.1	38.7	31.0	25.4	44.4	35.6	29.1	22.0
20.	78.	80.	25.						16	8	6		2	7	6		----	27.3	25.1		----	26.2	23.7	
23.		ALL	84.						2	7	5	11	2	6	14	8	----	33.5	----	26.6	----	35.7	----	26.1
22.	ALL	89.	42.	3.					8	23	15	15	1	12	9	14	----	32.2	32.0	24.0	----	32.0	29.9	24.2
25.		92.	38.	89.	----	7.1	6.6	7.9	4	13	14	8	1	13	20	10	----	33.6	29.8	23.6	----	30.4	26.5	24.4
25.	89.	68.			3.8	7.2	7.3	----	27	23	26	3		5	18	5	----	----	29.2	----		----	30.2	----
22.	ALL	86.	9.		5.9	5.6	7.1	6.1	11	22	14	9	2	15	18	12	----	29.1	27.5	22.2	----	30.1	26.2	20.9
24.	ALL	97.	47.	13.					13	29	5	5	1	37	12	10	----	27.5	----	----	----	27.4	----	----
22.	89.	30.							26	13	12		2	20	12	3	----	22.5	21.2		----	22.5	21.9	----
22.	ALL	96.	38.		4.0	4.0	5.2	5.0	17	31	28	16	9	14	11	24	38.3	31.5	27.3	23.8	36.9	30.0	26.5	22.7
19.	93.	80.	51.	21.					88	56	43	23	25	30	45	47	42.8	37.9	30.2	19.9	42.5	33.8	30.9	21.4
23.	97.	80.	37.	12.	4.9	8.9	5.7	10.2	134	67	76	16	11	8	35	35	48.8	38.6	33.7	21.9	42.0	40.0	32.1	23.0
24.	89.		50.						6	4	6	3	3	1			----	----	----	----	----	----		
22.		ALL	56.			5.6	5.6	5.6		4	10	12		4	6	10		----	31.1	26.0		----	27.8	23.5
16.	75.		8.		5.0	----	5.0	----	7	1	7	1	1	1	5	1	----	----	----	----	----	----	----	----
31.	98.	60.	15.		5.9	6.1	6.7	----	47	20	13	5	2		7	1	----	----	28.6	----	----		28.9	----
26.	95.	80.	15.	8.	4.3	5.1	5.6	6.8	490	271	107	23	46	84	90	28	53.8	39.7	35.0	23.3	47.2	36.9	31.5	24.1
25.	94.	72.	13.		7.1	6.7	6.4	8.1	90	51	43	1	7	28	26	8	44.3	39.3	33.6	----	40.3	33.5	29.7	----
25.	93.	63.	20.		5.0	5.1	4.9	5.3	27	31	21		2	18	30	15	----	42.7	35.1		----	36.6	31.1	----
30.	98.	90.	28.		5.7	5.9	8.8	----	92	37	23	3	15	13	17	5	40.6	34.4	30.9	----	39.2	32.9	28.7	----
26.	96.	89.	6.		4.5	4.6	5.7	----	71	62	35	5	4	2	12		----	----	35.1	----	----	----	34.4	
25.	98.	88.	1.		6.0	6.7	7.6	8.6	240	136	113	4	19	34	43	8	68.5	44.8	40.6	----	59.8	44.0	33.9	----
25.	ALL	95.	71.	4.	6.3	5.3	5.8	5.9	5	22	5	12	2	19	2	13	----	31.1	----	22.4	----	29.7	----	21.5
24.	93.	97.	45.						10	21	11	7	4	14	11	11	----	34.5	29.9	25.0	----	33.8	29.7	24.7
27.	80.	61.	20.	5.	10.6	8.9	10.0	10.3	73	26	40	13	7	7	6	7	38.1	33.2	29.8	23.6	35.3	25.3	30.1	22.1
19.																								
25.	ALL	86.			6.5	7.8	7.1	----	33	15	15	2	2	6	6	2	----	34.3	29.0	----	----	32.6	27.7	----
24.	94.	81.	19.	17.	12.9	12.5	12.7	----	162	114	59	3	17	36	46	3	56.0	44.2	37.9	----	50.5	39.5	33.1	----
12.					3.4	4.5	7.7	----	11	8	4	4	3	1	1	3	----	----	----	----	----	----	----	----
22.	95.	93.	4.						35	26	9	1	6	15	16	4	41.3	35.0	28.3	----	41.5	32.2	27.5	----
22.	42.	11.							16	5	5	2	8	4	10	1	31.2	----	----	----	33.2	----	----	----
22.	ALL	99.	73.	4.	6.0	8.5	8.9	9.2	37	46	33	24	25	27	29	29	41.6	36.1	31.8	26.8	41.6	35.9	31.7	26.3
20.	81.	29.			4.4	5.2	5.6	8.9	12	7	9	4	4		3	1	----	----	----	----	----		----	----
22.	ALL	80.	72.	13.	4.6	5.3	4.0	7.7	84	33	16	8	9	22	13	8	41.3	34.1	31.8	27.1	42.6	32.7	26.3	27.5
24.	ALL	71.			5.6	5.5	----	----	14	6	1	1	3	1	2	2	----	----	----	----	----	----	----	----
20.	83.	64.	54.	6.					9	7	6	3	3	4	7	14	----	----	28.1	----	----	----	30.4	----
23.	13.				2.7	7.6	6.9	9.6	18	11	7	11	5	4	4	5	----	----	----	----	----	----	----	----
15.	13.				5.4	5.7	3.1	3.9	5	10	10	10	3	1	1	2	----	----	----	----	----	----	----	----
26.	95.	89.	50.	52.					55	59	39	29	6	21	35	33	44.0	36.2	29.9	26.9	42.9	34.1	30.2	25.0
24.			40.	29.						1	5	4		1	5	20		----	----	----		----	----	----
27.				35.							2	10			3	30			----	20.1			----	21.2
23.	ALL	64.			5.0	6.6	----	----	7	11	8	1		3	3	1	----	----	----	----		----	----	----
29.	45.	47.	6.		3.0	6.1	6.4	----	11	14	14	4		1	2		----	----	----	----		----	----	
15.	96.	78.			10.4	7.0	----	----	16	12	3		7	6	1	3	27.8	24.3	----		28.8	23.3	----	----
21.	86.	54.	36.						27	9	14	3	2	4	8	3	----	----	26.3	----	----	----	26.3	----
24.	ALL	79.	26.						36	39	22	6	2	13	21	12	----	37.9	31.5	25.7	----	36.2	30.5	22.7
16.	78.	58.	6.		5.9	7.3	5.6	7.5	10	10	7	4	8	9	9	13	38.0	31.9	29.2	----	35.1	32.7	25.9	----
23.	84.	74.	24.						25	43	47	44	6	26	31	21	45.6	39.4	33.6	27.5	50.2	44.2	42.0	34.7
22.	ALL	83.			7.7	7.6	9.2	----	197	65	60	7	17	18	17	1	67.6	46.8	39.1	----	62.9	42.0	35.9	----
19.	73.	18.			4.0	4.0	4.0		11	24	17	2		10	15		----	32.7	27.6	----		31.6	26.6	
18.	80.	22.							42	45	22	4	9	9	7	6	60.2	38.7	33.3	----	38.0	38.0	29.1	----
21.	99.	94.	31.	67.	6.3	6.7	6.3	6.2	127	50	49	5	23	12	19	4	44.7	38.0	31.7	----	42.8	38.0	31.2	----
23.	67.	17.			1.0	----	1.0	1.0	8	4	8	4	1	2	3	4	----	----	----	----	----	----	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR

TEXAS (CONTD)

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Southern Methodist Univ.		I	3	4	3	1*	60.7	41.0	36.2	46.9	45.1	2	3	3	1*	78.8	52.5	43.8	55.1	57.3
Southwest Texas State Univ.	27	IIA	4	3	4	4	43.1	36.1	28.8	23.0	33.1	4	3	4	4	52.3	44.2	35.8	29.1	40.8
Southwestern Assemb.God Coll		IIB	5		5		28.7	-----	23.1	-----	25.0	5		4		36.6	-----	30.2	-----	32.3
Southwestern University		IIB	1	1	1		53.4	41.0	30.4	-----	39.4	1	1	2		66.3	50.0	37.2	-----	48.4
Stephen F.Austin State Univ.	29	IIA	3	3	4	4	44.2	36.5	30.4	23.5	33.4	3	3	3	3	54.1	45.2	38.2	30.1	41.6
Sul Ross State Univbersity	29	IIA	5	5	5		37.7	31.4	25.0	-----	29.8	5	5	5		47.1	39.7	32.3	-----	37.8
Tarleton State University	29	IIA	4	4	4	4	41.2	35.4	29.3	24.0	30.9	4	3	4	3	51.1	44.3	37.2	30.9	39.0
Terrant County Junior Coll.		III	3	2	1	1	38.4	36.8	34.3	30.8	35.2	4	3	2	2	43.2	41.4	38.7	34.9	39.7
Texarkana College		III	4	4	3	1	34.0	30.4	29.3	28.7	31.1	4	4	4	2	39.6	35.6	34.4	33.8	36.3
Texas A & I University	29	IIA	3	4	3	5	43.7	34.2	31.4	22.0	35.7	3	4	3	4	53.6	42.6	39.3	28.4	44.2
Texas A & M University-Main	29	I	3	3	3		58.7	43.1	35.6	-----	44.7	3	3	3		70.8	53.2	44.5	-----	54.9
Texas A&M Univ.at Galveston	29	IIB	1	2	2		51.1	33.6	29.3		33.4	1	2	2		62.3	42.3	37.2		41.9
Texas Christian University		I	3	4	4		56.4	41.3	34.8	-----	43.1	4	4	4		67.6	51.0	41.6	-----	52.2
Texas Lutheran College		IIB	3	3	3		37.6	30.8	26.1	-----	30.9	3	3	3		47.6	37.8	32.4	-----	38.6
Texas Southern University	27	I	5	4	5	4	45.5	39.2	30.7	24.5	36.3	5	4	5	4	54.5	47.4	37.7	30.7	44.0
Texas Tech University	29	I	4	4	5	5	52.3	38.1	32.4	19.9	41.0	4	5	5	5	62.4	46.2	39.6	25.2	49.5
Texas Wesleyan University		IIB	4	3	3	3	33.0	30.8	27.8	23.1	30.3	4	4	3	3	39.3	36.3	32.5	26.8	35.7
Texas Women's University	138	I	5	5	5	4	43.9	35.2	29.6	25.5	34.2	5	5	5	4	53.2	43.0	36.5	31.8	42.0
Trinity University		IIA	1	2	2		57.1	39.5	32.9	-----	44.2	1	2	2		71.2	50.1	41.9	-----	55.6
University of Central Texas		IIB					-----	-----	-----	-----	26.5					-----	-----	-----	-----	32.8
University of Dallas		IIA	5	3	3		37.5	36.0	31.7	-----	34.3	5	4	3		44.7	43.3	38.4	-----	41.2
Univ. of Houston-Univ. Park	29	I	2	3	3	4	61.1	42.5	35.2	25.3	47.0	3	3	4	4	72.5	51.6	42.9	31.2	56.5
Univ. of Houston-Clear Lake	27	IIA	2	2	1		48.6	39.5	36.6	-----	40.6	2	2	1		59.3	48.8	45.3	-----	50.1
Univ. of Houston-Downtown	29	IIB	1	1	1		46.8	37.6	31.4		33.1	1	1	1		56.8	46.2	38.9		41.0
Univ. of Houston-Victoria	27	IIB		1	1		-----	37.9	32.9	-----	33.8		1	1		-----	46.8	40.9	-----	41.8
University of North Texas	27	I	5	4	4	4	49.0	39.5	34.0	25.1	39.1	5	4	4	4	58.4	47.8	41.6	31.4	47.3
University of St. Thomas	158	IIA	5	5	5		31.9	29.0	25.1	-----	29.0	5	5	5		38.2	33.7	29.8	-----	34.3
Univ. of Texas at Austin	27	I	1	3	2	2	65.2	43.1	37.4	28.7	51.6	2	3	2	2	77.5	53.0	45.8	35.7	62.2
Univ. of Texas at Arlington	27	I	4	4	4		52.9	39.4	34.0	-----	40.4	4	4	4		63.7	48.4	42.3	-----	49.5
Univ. of Texas at Dallas	27	I	3	4	2		57.4	40.9	38.6		47.0	3	4	2		68.4	50.0	47.4		56.8
Univ. of Texas at El Paso	27	IIA	2	2	2		48.2	39.4	32.7	-----	38.1	2	2	2		60.5	50.0	42.0	-----	48.4
Univ. of Texas -Permian Bsn.		IIA	4	4	2		41.8	35.1	33.1	-----	37.3	4	4	3		49.2	41.3	39.0	-----	43.9
Univ. of Texas at Tyler	29	IIB	1	1	1		46.3	37.1	32.4	-----	35.7	1	1	1		56.8	46.1	40.7	-----	44.4
West Texas State University	27	IIA	4	4	4	4	40.2	33.2	28.7	23.3	32.0	4	4	4	4	49.2	41.1	35.9	29.6	39.6
Western Texas College	27	III	4	4	4	4	35.6	29.3	26.6	23.3	27.5	4	4	4	4	41.4	34.3	31.3	27.6	32.3
Wiley College		IIB			5	5	-----	-----	19.4	16.6	19.1			5	5	-----	-----	21.0	18.0	20.7

UTAH

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Salt Lake Community College	126	III	5	5	5	4	30.8	27.6	24.5	23.6	26.3	4	4	4	2	41.6	37.7	33.9	32.9	36.1
Snow College	9	III	4	4	4	4	34.3	31.9	27.0	23.3	27.6	4	3	3	3	45.2	42.9	37.5	32.3	37.7
Southern Utah State College		IIB	3	4	4	3	35.5	29.5	25.1	23.3	29.0	3	3	3	1	47.2	39.5	33.5	32.8	38.9
University of Utah		I	4	5	4	3	50.8	36.7	33.3	26.5	42.0	4	4	3	2	65.3	48.1	44.0	35.8	54.5
Utah State University		I	5	5	5	4	43.4	34.5	29.2	25.3	34.8	5	5	5	3	56.9	45.8	38.6	33.3	46.0
Weber State College		IIA	5	5	5	5	36.6	30.6	27.2	20.8	30.3	5	5	4	4	48.2	40.6	36.3	28.2	40.2
Westminster Coll. Slt.Lke.Cy		IIB	4	4	3		32.3	28.8	25.7	-----	27.9	4	4	3		39.1	34.1	31.2	-----	33.5

VERMONT

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Bennington College		IIB									33.5									42.0
Castleton State College		IIB	3	3	3	3	37.4	31.6	26.7	22.5	30.1	3	2	2	2	48.6	41.1	34.8	29.4	39.2
Green Mountain College		IIB	4	4	4		34.9	28.2	25.1	-----	26.8	3	4	4		43.4	35.2	30.7	-----	33.1
Johnson State College		IIB	3	3	3		37.4	31.7	26.1		29.9	3	3	3		46.9	40.0	33.3		37.8
Lyndon State College		IIB	3	3	3		37.1	32.0	26.1	-----	31.3	3	2	3		47.8	41.5	34.0	-----	40.5
Middlebury College		IIB	1*	1*	1*	1*	57.2	41.3	35.7	33.8	43.9	1*	1	1*	1*	71.8	51.2	42.6	38.8	53.8
Norwich University	109	IIA	4	4	5	4	40.3	34.2	27.6	23.1	33.8	4	4	4	4	49.6	42.8	35.4	28.0	42.2
Saint Michael's College		IIB	2	2	3		43.7	36.1	27.7	-----	34.4	1	1	2		57.5	48.7	36.0	-----	45.5
Trinity College		IIB		4	3		-----	29.2	27.4		27.8		4	3		-----	35.4	31.2		32.2
University of Vermont		I	3	4	4		55.9	40.9	34.3	-----	42.4	3	3	3		70.1	52.8	43.8	-----	53.9
Vermont Technical College		III	4	4	4		35.9	30.1	25.9	-----	28.1	4	4	4		45.8	38.5	33.5	-----	36.2

VIRGINIA

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Averett College		IIB	4	4	4	4	32.2	28.7	25.0	21.7	27.9	4	4	4	4	38.0	34.2	29.6	26.2	33.1
Blue Ridge Community College		III		2	2	2	-----	36.2	31.7	27.5	33.5		2	2	2	-----	45.5	40.1	35.0	42.2
Bridgewater College		IIB	3	3	2	4	39.8	31.8	28.1	20.2	31.5	3	3	3	5	48.1	37.5	33.6	23.7	37.5
Central Virginia Comm. Coll.		III	2	2	1	2	42.4	37.8	33.5	27.8	36.2	2	2	1	1	53.0	47.4	42.2	35.4	45.5
Christendom Educ.Corporation		IIB			2		-----	-----	30.0	-----	28.6			2		-----	-----	37.1	-----	34.4
College of William and Mary	44	I	3	1	3	2	60.7	48.8	35.8	30.7	50.6	3	1	3	1	74.4	60.7	45.2	39.2	62.7
Christopher Newport College		IIB	1	1*	1*	1	47.4	41.3	35.6	27.9	40.2	1	1	1*	1	59.5	51.9	45.1	35.2	50.6
CWM-Richard Bland College		III	2	2			41.9	34.8	-----	-----	35.6	2	3			52.4	43.9	-----	-----	44.8
Commonwealth College		III			5	5	-----		17.3	17.2	17.7			5	5	-----		20.5	19.8	20.6
Dabney S.Lancaster Comm.Coll		III		1	2	2	-----	39.6	32.1	26.2	33.6		1	2	2	-----	49.6	40.5	33.4	42.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	97.	91.	8.		6.8	5.9	11.4		148	107	91	5	11	24	45	2	61.2	41.7	37.2	----	54.4	37.8	34.1	----
23.	97.	88.	18.	9.					156	89	101	29	25	41	74	16	43.3	36.4	28.9	23.0	41.6	35.2	28.6	23.0
29.	57.		29.		10.3	----	16.1	----	4	2	4	2	3		3		----	----	----	----	----		----	
23.	ALL	74.			4.6	7.1	6.0	----	17	18	19		4	5	9	4	----	----	31.2		----	----	28.6	----
24.	97.	87.	45.	9.	5.0	5.0	5.0	5.0	106	67	66	21	11	17	25	33	44.1	36.7	30.7	24.5	45.1	36.0	29.6	22.9
27.	92.	73.	19.						23	20	17		1	2	9	1	----	----	25.1		----	----	25.0	----
26.	ALL	83.	28.	2.	5.9	8.5	5.7	8.9	27	37	30	24	1	11	16	25	----	36.0	30.1	25.2	----	33.6	28.0	22.9
13.	17.	12.	21.	ALL					46	89	52	43	19	72	63	40	39.1	37.8	34.6	31.7	36.7	35.4	34.0	29.8
17.	93.	93.	65.	76.					25	10	14	22	17	5	12	7	34.6	----	30.9	29.4	33.1	----	27.4	26.7
24.	99.	80.	24.	12.					68	38	35	7	6	17	6	10	44.0	35.2	31.8	23.0	40.9	31.9	28.9	21.3
23.	98.	87.	3.		4.8	5.3	5.6	----	561	392	301	4	17	46	86	1	58.9	43.7	36.6	----	51.3	37.8	32.1	----
26.	ALL	ALL			4.1	5.4	7.9		13	16	7				2		----	----	----				----	
21.	91.	93.	23.		5.3	6.1	8.4	----	78	80	47	2	13	36	50	2	57.5	42.9	35.7	----	50.0	38.0	33.9	----
25.	96.	85.	20.		3.2	3.1	2.8	----	21	5	18	1	2	8	7	2	----	----	27.0	----	----	----	23.9	----
21.	98.	88.	61.	10.	13.0	13.6	13.7	3.8	51	56	43	13	13	26	41	18	46.3	39.7	30.9	25.3	42.1	38.1	30.6	24.0
21.	98.	86.	9.						271	192	159	3	19	57	57	4	52.5	39.0	33.0	----	48.8	34.9	30.6	----
18.	ALL	80.	15.		4.7	5.9	5.1	----	21	19	5	4	6	6	8	4	33.3	31.9	----	----	32.0	27.1	----	----
23.	97.	74.	32.	24.					42	42	13	2	48	63	61	23	45.1	36.2	28.8	----	42.9	34.5	29.8	----
26.	99.	97.	9.		5.9	6.5	7.5		78	52	39	3	11	13	28	1	58.5	40.1	34.0	----	47.4	36.8	31.2	----
24.					----	----	----	----	1	2	4	4	1	3			----	----	----	----	----	----		
20.	ALL	92.	13.		4.6	8.0	6.7	----	15	30	19	2	2	6	5	3	----	36.2	----	----	----	35.1	----	----
20.	81.	74.	5.	13.					300	234	147	7	28	52	82	17	61.6	43.3	36.4	27.5	56.1	39.1	33.2	24.4
23.	ALL	94.							39	45	30		6	23	20	2	49.6	39.2	39.3		41.8	40.2	32.5	----
24.	94.	88.	33.		4.2	5.4	4.8		15	32	28		1	16	17		----	38.7	32.2		----	35.6	29.9	
24.		67.			----	7.8	8.6	----	3	6	7		1	3	3	1	----	----	----		----	----	----	----
21.	98.	86.	17.	ALL					217	163	126	6	21	44	70	1	49.1	40.1	35.1	----	47.7	37.0	32.1	----
18.	97.	76.	5.		9.0	6.2	8.0	----	21	16	11	1	14	5	11	1	32.4	----	26.1	----	31.1	----	24.2	----
21.	99.	ALL			5.2	5.2	5.9	5.9	825	353	276	22	83	120	185	5	66.2	43.8	39.6	----	55.6	40.8	34.1	----
23.	99.	96.	16.		5.9	5.9	6.6	----	154	191	98		12	48	38	1	53.3	39.9	34.9		47.5	37.3	31.6	----
21.	ALL	98.			6.1	5.2	5.1		73	44	43		3	9	13		----	41.3	39.9		----	38.8	34.3	
27.	99.	91.	54.						85	119	70	1	7	17	48	3	48.4	39.7	33.0	----	45.8	37.4	32.3	----
18.	89.	58.							27	15	6	3	1	4	2	2	----	----	----	----	----	----	----	----
25.	90.	86.	13.						27	27	12		4	8	19	1	----	37.2	34.7		----	37.0	31.0	----
24.	98.	83.	56.	5.	3.6	4.5	5.0	4.5	48	34	30	10	3	8	18	27	----	33.9	29.4	24.8	----	30.5	27.7	22.8
18.									7	8	8	7	1	4	3	5	----	----	----	----	----	----	----	----
8.					----	----		2.0	5	4	5	6		1	2	5	----	----	----	----		----	----	----
37.	87.	67.	30.	22.	3.8	4.6	4.7	4.7	29	23	33	39	10	22	14	20	31.1	28.5	25.0	24.2	30.1	26.7	23.5	22.5
37.	ALL	ALL	31.						9	10	13	19		4	3	6	----	----	----	24.2		----	----	20.3
34.	ALL	75.	19.						26	32	26	8	1	8	11	1	----	29.9	25.9	----	----	27.6	23.5	----
30.	99.	87.	7.		6.5	7.7	6.9	6.3	348	176	118	14	31	63	71	14	51.4	36.9	35.1	26.1	44.4	36.0	30.3	26.8
32.	99.	78.	12.		6.0	6.4	6.6	3.9	149	129	84	13	6	18	49	10	43.5	34.8	29.7	26.8	41.8	32.0	28.3	23.3
33.	98.	62.	15.		5.3	5.0	5.7	6.5	120	77	57	21	13	17	55	33	36.9	30.9	28.1	21.9	34.3	29.1	26.4	20.2
20.					10.6	10.5	5.8		9	9	15	1	4	6	12	1	----	29.4	26.8	----	----	28.0	24.3	----
25.																								
30.	95.	79.	16.		5.5	7.6	6.1	8.5	19	15	22	4	2	4	15	3	----	----	26.8	----	----	----	26.6	----
23.					8.9	----	8.7	----	6	4	11			2	8	4	----	----	25.4			----	24.7	----
27.	ALL	60.	12.		6.2	6.3	6.3		6	21	16		1	4	10		----	----	25.8		----	----	26.6	
30.	ALL	89.	17.		7.5	6.1	5.5		16	13	9		1	6	9	2	----	32.0	26.4		----	31.9	25.7	----
22.	98.	86.			6.0	7.5	8.5	8.1	55	18	36	9	6	3	30	9	57.9	----	35.9	33.7	50.5	----	35.4	33.8
25.	ALL	86.	6.						37	61	23	7	7	19	11	3	40.8	35.1	28.3	----	37.6	31.4	26.2	----
32.	ALL	ALL	5.		7.4	7.4	8.3		20	31	24		3	8	13	2	----	36.2	28.0		----	35.7	27.1	----
16.									2	6	11		1	3	16		----	----	28.1		----	----	26.9	
27.	ALL	99.	9.		6.2	6.2	6.5	----	161	129	63	2	12	52	44	3	56.2	41.7	36.7	----	52.3	39.0	30.9	----
29.	ALL	ALL	15.						10	12	31	2		1	9		----	----	26.2	----		----	24.9	
19.	92.	67.	17.		6.0	6.2	6.3	----	10	11	9	1	3	7	3	5	----	29.3	----	----	----	27.9	----	----
26.		17.	17.	13.					5	6	8	3		6	4	5	----	38.9	----	----		33.5	----	----
19.	79.	58.	41.		10.5	9.1	10.0	----	14	19	12	4		5	5	2	----	----	----	----		----	----	----
26.	22.	25.	5.						8	19	11	2	1	9	8	4	----	38.2	34.4	----	----	37.0	32.2	----
20.					----	----	----		1	4	6	1		1			----	----	----	----		----		
24.	97.	83.	7.		9.4	8.8	9.2	8.5	190	104	61	8	13	24	42	6	60.7	48.6	36.7	31.3	61.0	49.6	34.5	30.0
26.	98.	77.	24.		10.9	11.2	10.6	11.8	33	24	27	4	7	7	18	6	47.3	41.8	36.3	----	47.5	39.6	34.7	----
26.	ALL	94.							6	9	4		2	8	1	2	----	34.3	----		----	35.4	----	----
17.									3		3	2			3	7	----		----	----			----	----
26.		55.							2	8	4	6		3	6	2	----	----	----	----		----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
V I R G I N I A (CONTD)																				
Danville Community College		III	3	2	2		39.7	35.9	31.5	-----	34.9	3	2	2		49.8	45.1	39.8	-----	43.9
Eastern Mennonite Coll.&Sem.		IIB	5	5	4	4	30.0	26.3	23.8	20.7	26.4	4	5	4	4	37.9	32.4	29.7	25.9	33.0
Eastern Shore Comm. College		III			2		-----	-----	30.5	-----	30.9			2		-----	-----	38.5	-----	39.1
Emory and Henry College		IIB	3	3	3		36.7	31.4	27.0	-----	31.3	3	3	3		44.8	37.3	32.2	-----	37.6
Ferrum College		IIB	4	4	4	3	32.8	27.5	25.3	22.1	27.8	4	4	4	4	39.7	32.6	29.7	25.9	33.0
George Mason University		IIA	1*	1*	1*	1	70.2	47.9	40.7	30.4	51.4	1*	1*	1*	1	84.4	58.9	50.4	38.4	62.8
Germanna Community College		III		2	2	3	-----	36.4	31.1	25.5	32.6		2	2	2	-----	45.7	39.3	32.5	41.1
Hampden-Sydney College		IIB	1	1	2		46.7	37.3	29.6		36.7	2	2	2		55.8	44.4	34.7		43.5
Hampton University		IIA	4	4	5	5	43.5	33.1	26.7	21.3	30.0	4	5	5	5	50.9	38.9	31.7	25.6	35.4
Hollins College		IIB	1	1	2		47.0	37.1	28.4	-----	36.7	1	2	3		57.6	46.0	34.1	-----	45.0
Institute of Textile Tech.		III	1*		1*		53.4	-----	38.7	-----	42.1	1*		1*		64.5	-----	47.7	-----	51.6
James Madison University		IIA	2	1	1	2	50.3	42.9	36.9	27.9	42.6	2	1	1	2	62.5	53.8	46.6	35.7	53.4
J. Sargeant Reynolds Comm.C.	79	III	2	2	2	1	41.2	36.7	31.7	28.1	35.5	2	2	1	1	53.3	47.4	41.0	36.3	45.9
John Tylar Community College		III	3	2	2	1	39.4	36.0	30.9	28.0	33.3	3	2	2	2	49.5	45.3	38.7	35.2	41.8
Longwood College		IIB	1	1	1	1	47.8	40.1	31.7	27.6	38.1	1	1	1	1	59.4	50.1	39.8	34.9	47.6
Lord Fairfax Community Coll.		III		3	3	3	-----	32.8	29.0	25.2	30.5		3	3	3	-----	41.4	36.8	32.1	38.5
Lynchburg College		IIA	4	4	4	4	42.3	35.1	28.4	23.6	35.2	4	4	5	4	53.1	42.7	34.0	29.6	43.3
Mary Baldwin College		IIB	3	3	4		39.4	30.2	25.5	-----	29.4	3	4	4		47.5	36.4	30.8	-----	35.4
Mary Washington College		IIB	1	1	1		47.3	40.3	31.9	-----	39.2	1	1	1		59.6	50.9	40.4	-----	49.4
Marymount University		IIB	1	2	1		45.3	34.8	30.8	-----	37.7	2	2	2		53.0	41.2	36.8	-----	44.5
Mountain Empire Comm.College		III		2	2	2	-----	36.2	30.5	27.5	32.4		2	2	2	-----	45.4	38.6	34.9	40.9
New River Community College		III	2	2	2	2	43.3	38.0	30.8	27.5	33.4	2	2	3	2	52.6	46.2	37.5	33.5	40.6
Norfolk State University		IIA	3	1	2	2	47.5	42.6	34.7	27.4	40.0	2	2	2	2	59.2	53.3	43.7	34.9	50.1
Northern Virginia Comm.Coll.		III	2	1	1	1	42.5	38.6	33.2	29.1	36.4	2	2	1	1	53.1	48.4	41.8	36.9	45.7
Old Dominion University		IIA	1	1	1	3	58.0	43.3	36.9	26.0	43.6	1	2	1	3	70.4	53.4	45.5	32.2	53.6
Patrick Henry Comm. College		III		2	2	2	-----	35.2	31.2	27.2	32.0		2	2	2	-----	44.2	39.4	34.6	40.5
Paul D. Camp Comm. College		III		3	2		-----	34.1	30.4	-----	32.5		3	2		-----	42.9	38.4	-----	41.0
Piedmont Virginia Comm.Coll.		III	3	3	2	3	40.1	33.9	31.1	25.6	32.5	3	3	2	2	50.2	42.7	39.3	32.6	41.1
Presb.Sch. of Christian Educ		IIA	5				37.9	-----	-----	-----	31.6	4				52.1	-----	-----	-----	44.2
Prost.Ep.Theol.Sem. in Va.		IIA	5				31.1	-----	-----		28.2	2				63.9	-----	-----		58.6
Radford University		IIA	2	2	2	3	48.9	39.5	33.8	25.9	39.6	2	2	2	3	61.4	49.5	42.5	32.5	49.7
Randolph-Macon College		IIB	2	2	2		44.8	34.5	28.2	-----	35.1	2	2	3		54.4	41.9	33.9	-----	42.5
Randolph-Macon Woman's Coll.		IIB	2	2	2		43.9	35.2	28.8	-----	34.5	2	2	2		55.7	43.7	35.7	-----	43.1
Rappahannock Community Coll.		III		1	2		-----	38.6	30.3	-----	33.1		2	2		-----	48.4	38.4	-----	41.7
Roanoke College		IIB	2	2	2		43.7	35.2	29.3		35.3	2	2	2		54.1	43.7	35.5		43.5
Saint Paul's College		IIB	5			3	28.0	-----	-----	22.3	24.9	5			4	31.2	-----	-----	25.1	28.1
Shenandoah Coll&Conservatory		IIB	4	5	5		32.6	26.2	23.5	-----	26.9	4	5	5		38.7	31.0	26.7	-----	31.4
Southside Virginia Comm.Coll		III		3	2	3	-----	32.5	30.7	25.6	30.5		3	2	2	-----	41.0	38.8	32.6	38.6
Southwest Virginia Comm.Coll		III	2	2	1	1	40.7	37.8	33.2	28.3	33.4	3	2	1	1	50.9	47.4	41.9	35.9	42.2
Sweet Briar College		IIB	1	1	2		45.8	36.8	30.2		38.4	1	2	2		57.6	43.7	35.6		46.8
Thomas Nelson Comm. College		III	2	2	1	2	42.5	36.2	32.7	25.9	35.1	2	2	1	2	53.2	45.5	41.2	33.1	44.2
Tidewater Community College		III	3	2	2	2	38.0	35.0	30.3	26.2	32.6	3	3	2	2	47.7	44.1	38.4	33.4	41.2
University of Richmond		IIA	1	1*	1		57.8	45.5	35.5		46.6	1	1	2		70.5	56.7	42.4		56.9
University of Virginia		I	1	1	2	3	70.1	47.1	38.0	26.8	54.1	1	1	1	3	85.1	59.0	48.4	33.8	66.8
U. Va.,Clinch Valley Coll.of		IIB	2	2	2		41.3	33.1	29.4	-----	34.9	2	2	2		53.1	42.0	35.6	-----	43.8
Virginia Commonwealth Univ.		I	3	1	1	1	58.7	47.5	38.8	31.1	46.8	3	1	1	2	72.6	58.8	48.0	38.5	57.9
Virginia Highlands Comm.Coll		III		2	2	3	-----	35.4	30.7	25.4	32.7		2	2	3	-----	44.5	38.9	32.4	41.3
Virginia Intermont College		IIB		5	5		-----	24.3	20.3	-----	22.7		5	5		-----	30.3	25.4	-----	28.3
Virginia Military Institute		IIB	1	1*	1*		51.4	43.2	34.1	-----	44.0	1	1*	1*		66.2	55.4	43.6	-----	56.5
Virginia Poly.Inst.&St.Univ.		I	2	2	2	3	63.2	45.0	37.9	26.2	49.2	2	2	2	3	76.7	55.7	47.2	32.9	60.4
Virginia State University		IIA	3	3	2	2	44.6	38.3	34.9	28.4	37.3	3	3	2	2	54.8	47.2	43.1	35.2	46.1
Virginia Union University		IIB	4	4	5	5	31.9	29.6	21.7	18.9	24.2	4	4	5	5	38.3	35.7	26.4	23.2	29.4
Virginia Wesleyan College		IIB	2	2	3	1*	43.2	36.2	27.2	32.9	36.8	2	2	3	1*	52.0	43.6	34.0	40.4	44.6
Virginia Western Comm. Coll.		III	2	2	1		42.7	37.4	32.7	-----	35.8	2	2	1		53.3	46.9	41.3	-----	45.0
Washington & Lee University	162	IIB	1*	1*	1*		55.8	44.3	34.3	-----	48.7	1*	1*	1		68.5	53.4	40.8	-----	59.2
Wytheville Community College		III	2	2	2	1	41.4	36.3	31.6	28.1	34.9	2	2	2	1	52.5	45.6	39.7	36.1	44.1
W A S H I N G T O N																				
Central Washington Univ.		IIA	4	4	5	4	41.3	34.7	28.0	23.4	35.9	4	4	4	4	51.0	43.2	34.7	28.2	44.4
Eastern Washington Univ.	1	IIA	5	4	4		39.4	33.1	29.0	-----	35.5	4	4	4		49.1	41.8	36.9	-----	44.5
Gonzaga University		IIA	2	4	3	5	49.4	34.7	30.7	21.9	35.4	2	3	3	4	61.3	44.3	39.4	28.9	45.0
Nthwst Coll. Assemblies God		IIB		3	2		-----	32.7	29.6	-----	32.0		3	2		-----	38.5	34.9	-----	37.7
Pacific Lutheran University	1	IIA	4	4	4		42.3	34.9	30.2	-----	35.8	4	4	4		53.3	43.3	37.3	-----	44.6
Peninsula College		III			1	3			35.9	25.6	31.0			1	3			45.3	32.2	39.0
St. Martin's College		IIB	5	4	4		30.3	27.2	24.2	-----	25.9	5	5	5		34.7	31.7	27.8	-----	29.8
Seattle Pacific University		IIA	4	5	5	4	39.7	33.0	27.8	23.4	32.9	4	5	5	4	49.3	40.9	34.6	29.0	40.9
Seattle University		IIA	4	4	3	2	43.0	35.4	31.6	28.0	35.7	3	3	3	2	53.8	44.6	39.8	34.9	45.0
University of Puget Sound		IIA	3	3	4		47.4	36.6	30.0		39.9	2	3	3		59.9	46.1	37.8		50.4
University of Washington		I	3	4	3	2	56.8	40.4	35.9	28.7	46.0	3	4	3	2	68.9	50.3	45.1	36.6	56.6
Washington State University		I	5	5	4	4	49.2	37.1	34.0	23.4	39.7	4	5	4	4	60.5	46.4	41.0	30.0	48.9
Western Washington Univ.		IIA	3	3	3		44.1	36.3	32.4	-----	38.3	3	3	3		54.7	45.4	40.2	-----	47.6
Whitman College		IIB	1	1	1	1	49.1	39.0	32.6	28.6	40.8	1	1	1	1	60.6	49.5	39.2	33.4	50.4
Whitworth College		IIB	3	3	3	4	37.3	32.3	26.4	21.7	31.4	3	3	3	3	45.6	39.4	32.4	26.8	38.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	60.	44.	11.						9	20	11	1	1	5	8	1	----	----	32.3	----	----	----	30.3	----
25.	29.	18.			9.3	9.3	7.9	----	20	8	7	2	1	3	7	4	----	----	24.6	----	----	----	23.1	----
26.									1	3	5	1			2	4	----	----	----	----			----	----
20.	ALL	63.	24.		6.3	6.4	6.2	----	15	13	12		2	3	5	2	----	----	----		----	----	----	----
19.	85.	ALL	26.		5.6	3.8	5.6	5.1	22	11	18	4	5	9	9	7	----	27.2	26.1	----	----	27.8	23.9	----
22.	86.	79.	2.		11.7	11.3	11.0	12.0	154	184	107	11	25	70	75	15	72.0	48.3	42.4	34.3	59.5	47.1	38.4	27.6
26.									3	7	7	2	1	4	6	7	----	----	31.0	----	----	----	31.2	----
19.	ALL	95.			6.3	7.3	9.2		26	18	14			2	4		----	----	----			----	----	
18.	63.	50.	9.						24	29	57	17	16	33	62	15	46.4	33.9	27.7	22.7	39.2	32.4	25.8	19.8
22.	ALL	91.	5.		6.7	8.6	7.4	----	16	18	5	3	5	5	16	1	----	----	----	----	----	----	----	----
22.									6	2	9	5					----	----	----	----				
25.	98.	85.	26.		9.0	10.0	11.6	14.5	133	119	72	13	33	28	48	30	51.2	43.3	37.6	28.2	46.4	41.6	35.9	27.8
29.	6.	2.			7.0	7.1	6.2	8.9	21	23	22	7	10	25	13	7	42.1	36.9	31.2	27.9	39.4	36.4	32.5	28.2
26.	38.	52.		11.	5.7	6.9	5.1	3.3	6	16	9	6	2	7	12	3	----	37.4	31.6	----	----	32.6	30.3	----
25.	97.	80.	33.		6.8	7.3	7.2	9.0	20	35	30	4	14	16	13	13	48.2	39.9	31.8	----	47.3	40.7	31.5	----
27.									4	9	9	3		4	5	3	----	----	----	----		----	----	----
23.	96.	77.	12.		9.0	9.4	10.9	13.1	46	31	12	2	3	21	21	8	----	35.6	28.9	----	----	34.3	28.2	----
21.	ALL	45.	3.						7	13	14	1	7	9	19	3	39.6	30.6	26.3	----	39.1	29.6	25.0	----
26.	98.	86.	18.		6.5	6.5	6.5	----	46	30	30	1	10	13	14	2	47.8	40.8	32.1	----	44.9	39.2	31.5	----
18.	61.	29.	37.		9.4	9.3	11.1	----	22	9	5	1	16	12	22	3	45.3	34.0	----	----	45.3	35.5	----	----
26.									5	12	10	7		5	9	5	----	----	31.0	----		----	30.0	----
22.	70.	25.	9.		7.1	7.3	7.7	8.6	8	7	10	9	2	5	13	7	----	----	31.5	27.8	----	----	30.3	27.2
25.	80.	54.	26.						67	55	42	13	33	26	56	20	47.9	44.4	36.2	27.0	46.6	38.9	33.6	27.6
26.	10.	18.	6.						67	63	84	38	59	60	86	31	42.9	39.2	33.9	29.4	42.0	38.0	32.4	28.7
23.	98.	89.	7.		8.1	7.4	8.3	7.2	162	159	98	24	10	50	50	31	58.2	43.9	38.5	27.8	56.1	41.2	33.6	24.6
26.									2	3	8	4	1	6	5	3	----	----	----	----	----	----	----	----
26.									3	7	5	2		3	4	2	----	----	----	----		----	----	----
26.									5	8	12	2	4	7	11	6	----	35.0	31.4	----	----	32.7	30.7	----
40.	ALL				6.0	----			4	2	1		2	2		2	----	----	----		----	----		----
X10B.	ALL				7.3	----	----		9	3	3		1				----	----	----		----			
26.	85.	57.	20.		6.2	6.5	6.2	14.6	100	74	69	13	28	36	51	22	49.9	39.8	34.7	26.3	45.5	38.7	32.7	25.6
21.	ALL	83.	5.		7.7	8.0	8.7	----	22	18	13	2	1	6	9	1	----	35.2	28.0	----	----	32.5	28.5	----
25.	ALL	91.	8.		8.5	10.4	11.0	----	12	14	13	1	7	9	12	3	45.0	35.9	29.2	----	42.0	34.1	28.3	----
26.									1	5	8	1		2	5	1	----	----	----	----		----	----	----
23.	ALL	90.	10.		6.3	6.1	6.8		17	20	19		5	10	11		----	35.7	29.9		----	34.0	28.2	
13.	ALL								11	3	1	7	3	1	2	7	----	----	----	24.0	----	----	----	20.5
17.	65.	20.							15	12	9	3	2	8	15		----	26.9	24.8	----	----	25.1	22.8	
27.									3	8	12	7		5	12	2	----	----	29.8	----		----	31.5	----
26.	14.	30.	4.						5	17	17	12	2	3	10	11	----	----	33.3	29.9	----	----	33.1	26.6
22.	ALL	89.	32.		7.7	9.0	8.4		19	6	8		9	12	14		46.7	38.0	30.8		43.9	36.1	29.8	
26.	43.	13.	8.		6.7	6.4	11.5	5.4	13	23	16	4	8	9	20	7	42.9	36.5	33.7	----	41.8	35.3	31.9	----
26.	2.	4.	1.	2.					29	56	35	24	17	36	42	22	38.4	35.0	30.7	26.6	37.2	35.1	30.1	25.8
22.	99.	89.	17.		9.5	9.8	10.5		72	49	46		8	12	29		58.0	45.8	35.3		55.7	44.2	35.8	
23.	96.	87.	1.		6.5	7.2	7.7	5.4	399	240	133	6	26	45	76	12	70.2	47.7	39.6	30.2	69.3	43.7	35.2	25.2
26.	94.	92.	19.		6.1	5.7	6.8		17	10	12		1	2	4	1	----	----	----		----	----	----	----
24.	96.	83.	13.	2.					176	242	121	24	25	89	102	32	59.6	48.5	40.7	33.3	52.4	45.0	36.6	29.4
26.		10.							2	21	8		1	9	9	7	----	36.2	32.1		----	33.3	29.5	----
25.		67.							5	9	5			6	7	4	----	25.0	----			23.3	----	----
28.	ALL	ALL	7.		7.9	6.6	8.4	----	46	17	22	4	1		5		----	----	----	----	----		----	
23.	98.	93.	7.	7.	6.4	6.4	6.5	5.6	537	474	260	36	25	70	96	32	63.5	45.4	38.6	28.8	56.6	42.5	36.2	23.3
23.	92.	59.	17.						37	34	38	11	12	10	26	16	44.7	38.8	36.5	28.4	44.5	36.3	32.6	28.3
21.	82.	53.	11.						8	9	15	10	3	6	12	8	----	28.9	22.4	19.7	----	30.7	20.9	17.9
21.	91.	50.							19	9	8	3	3	1	4	3	----	----	----	----	----	----	----	----
26.	40.	44.	18.						11	25	18	1	4	9	27	3	----	38.0	34.0	----	----	35.6	31.9	----
22.	ALL	ALL	3.		12.0	14.2	11.4	----	79	16	16	3	1	2	13	1	----	----	36.5	----	----	----	31.6	----
26.	36.	22.	8.		5.9	5.9	5.9	5.9	8	16	8	4	3	11	4	6	----	38.1	----	----	----	33.7	----	----
24.	ALL	72.	6.		7.8	8.0	6.4	----	136	53	45	8	15	15	25	6	41.6	35.2	28.5	24.7	39.0	32.9	27.0	21.7
25.	98.	70.	11.						167	60	38	2	18	23	33	3	39.7	34.0	29.5	----	36.7	30.9	28.3	----
27.	90.	74.	10.						39	47	56	4	2	19	28	6	----	35.9	32.1	----	----	31.9	27.8	----
18.		78.	33.						4	9	5	1			4		----	----	----	----			----	
25.	96.	84.	20.		7.8	9.5	10.2		66	60	30		7	23	40	1	42.7	35.8	30.8		38.6	32.8	29.7	----
26.			ALL	28.			6.0	6.0			22	16			5	9			----	25.0			----	26.8
15.	86.	71.	32.		----	12.0	9.2	----	7	6	13	1		1	9		----	----	24.8	----		----	23.4	
24.	89.	55.	15.		10.6	10.3	9.9	----	40	35	20	2	4	12	19	4	----	33.1	27.9	----	----	32.5	27.8	----
26.	88.	83.	12.						37	41	29	4	13	23	31	2	42.4	35.8	32.6	----	44.9	34.6	30.7	----
26.	95.	68.			6.7	17.7	9.5	7.5	67	35	30		12	9	15		47.9	36.7	29.7		44.5	36.4	30.6	
23.	97.	92.	3.		9.1	10.2	9.7	22.1	777	360	219	6	97	103	130	8	57.4	40.9	36.9	28.9	51.7	38.5	34.3	28.4
23.	98.	93.	7.		8.3	8.5	7.4	11.9	269	195	140	20	17	47	74	35	49.3	37.1	35.1	22.2	47.4	37.1	31.9	24.0
25.	ALL	89.	6.		8.4	8.5	9.9	----	138	129	32		12	29	22	1	44.2	36.8	33.4		43.2	34.1	30.9	----
24.	ALL	88.	53.		10.9	12.8	11.7	9.8	32	27	14	4	4	7	5	3	----	39.4	----	----	----	37.4	----	----
22.	ALL	86.	92.						22	25	15	2	4	10	10	4	----	32.6	27.4	----	----	31.6	24.9	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WEST VIRGINIA																				
Alderson Broaddus College		IIB	4	5	5	4	31.3	25.3	21.6	20.3	24.1	4	5	5	4	38.8	31.4	27.2	25.7	30.1
Beckley College		III	5			5	22.5	-----	-----	20.3	21.1	5			5	26.6	-----	-----	24.2	25.1
Bethany College		IIB	4	4	4		33.2	28.0	23.9	-----	28.3	3	4	4		42.8	35.9	29.4	-----	35.8
Bluefield State College		IIB	4	5	5	5	32.9	26.0	22.0	17.1	24.1	4	5	5	5	39.6	31.7	26.7	20.4	29.2
Concord College		IIB	4	3	5	4	34.6	30.4	22.9	20.7	27.8	4	3	4	3	42.4	37.6	29.0	26.6	34.7
Davis and Elkins College		IIB	4	4	5	4	32.2	29.4	23.4	21.5	26.0	4	3	4	4	41.9	37.5	29.3	26.3	32.8
Fairmont State College		IIB	3	4	4	4	35.5	29.8	25.0	21.7	29.3	3	3	3	3	43.5	36.9	31.5	27.7	36.4
Glenville State College		IIB	4	4	5	4	33.3	27.1	23.0	20.0	25.4	4	4	4	4	40.9	33.8	29.2	25.7	31.9
Marshall University		IIA	5	5	5	5	37.1	31.7	24.4	17.8	30.0	5	5	5	5	42.0	36.0	27.7	20.2	34.0
Ohio Valley College		III		5			-----	26.9	-----	-----	24.2		5			-----	30.9	-----	-----	28.2
Potomac State Coll.of W.Va.U		III	4	4	5		35.6	27.8	21.7	-----	26.3	4	5	5		42.5	33.6	26.7	-----	31.9
Salem-Teikyo University		IIB		5	5		-----	19.4	20.4	-----	20.0		5	5		-----	22.0	23.1	-----	22.6
Shepherd College		IIB	3	4	4	3	35.4	29.2	25.3	23.2	28.6	3	4	4	3	42.8	35.2	30.5	28.0	34.6
Southern W.Va. Comm. College		III		4	5	4	-----	28.5	21.7	22.4	24.7		5	5	4	-----	33.5	26.0	26.8	29.3
University of Charleston		IIB	4	4	2	2	33.3	28.3	28.6	24.4	28.0	4	5	3	3	37.9	32.2	32.4	27.7	31.8
Univ.of W.Va.Coll.Grad.Stud.		IIA	4	4	5		40.8	34.7	26.0	-----	36.0	4	4	5		48.8	41.2	31.1	-----	43.0
West Liberty State College		IIB	4	4	5	5	34.6	28.0	20.8	18.7	28.7	4	4	5	5	41.7	33.8	25.3	22.8	34.7
West Virginia Inst. of Tech.		IIB	4	4	4	4	34.4	29.0	24.9	20.3	28.9	4	4	4	4	41.0	34.3	28.6	24.5	34.1
W.Va.Northern Comm. College	164	III	5	5	5		29.8	26.4	20.5	-----	24.0	5	5	5		36.8	33.0	26.2	-----	30.2
West Virginia State College		IIB	4	4	5	5	33.9	28.3	23.1	18.6	25.5	4	4	4	5	40.6	34.2	28.3	23.2	31.1
West Virginia University		I	5	5	5	5	44.0	35.3	29.4	23.0	36.4	5	5	5	5	52.1	41.9	34.8	27.1	43.1
W. Va. Univ. at Pakersburg		III	5	5	5	5	31.4	25.8	21.1	16.5	25.1	5	5	5	5	38.8	32.4	27.0	21.7	31.6
West Virginia Wesleyan Coll.		IIB	4	4	3		32.1	29.3	26.3	-----	29.8	4	3	3		41.1	37.8	32.7	-----	37.9
Wheeling Jesuit Coll.,Inc.		IIB	4	5	4		31.7	26.3	23.7	-----	26.3	4	5	4		37.5	31.0	28.9	-----	31.3
WISCONSIN																				
Alverno College	33	IIB	3	3	4	4	38.1	30.4	24.0	20.2	26.3	3	4	5	5	44.3	35.1	27.6	23.5	30.3
Beloit College		IIB	2	2	3		41.8	36.1	27.6	-----	35.8	2	1	3		55.3	46.1	32.7	-----	45.9
Cardinal Stritch College		IIB	3	2	3	2	37.7	34.2	25.8	23.8	30.6	4	3	4	3	42.5	38.8	29.5	27.3	34.8
Carroll College		IIB	3	2	2		39.4	34.6	30.3		35.1	2	2	2		50.3	44.9	37.0		44.6
Concordia Univ., Wisconsin		IIB	5	5	5		27.2	25.5	22.9	-----	23.6	5	5	4		34.9	31.2	28.3	-----	29.2
Lakeland College		IIB	4	4	4		32.7	28.5	25.0	-----	27.7	4	4	4		39.8	33.7	29.2	-----	32.8
Lawrence University		IIB	1	1	1	1	49.9	39.4	31.0	27.7	40.6	1	1	2	1	61.7	49.3	37.2	33.0	50.0
Marian Coll.of Fond du Lac		IIB	4	4	4	3	33.5	28.5	25.3	22.5	26.7	4	5	4	4	37.7	32.2	28.7	25.6	30.2
Marquette University	4	I	3	3	2		58.5	43.6	36.8		43.8	3	2	2		73.6	56.2	45.4		55.3
Milwaukee Inst.of Art&Design		IIB									27.5									33.7
Milwaukee School of Engrg.		IIB	2	3	1		40.1	32.7	30.9	-----	35.8	3	3	2		48.6	40.3	36.8	-----	43.3
Mount Mary College		IIB	4	4	4		33.1	28.3	23.6	-----	27.0	4	4	5		40.2	33.8	26.8	-----	31.8
Northland College		IIB	5	5			28.8	24.6	-----		26.5	5	5			33.4	28.6	-----		30.8
Ripon College		IIB	2	2	3		44.6	33.4	25.9	-----	35.5	2	3	3		53.6	40.5	31.5	-----	42.8
St. Norbert College		IIB	1	1	2	2	45.6	36.7	29.1	25.6	34.3	1	1	1	1	61.1	50.0	38.1	33.5	45.9
Univ. Wisconsin-Madison		I	3	3	3	3	56.9	42.1	36.4	27.0	48.4	3	3	2	2	71.6	54.1	47.3	35.9	61.5
Univ. Wisconsin-Milwaukee		I	4	4	3	3	52.6	39.5	36.3	28.1	42.5	4	3	2	2	66.6	51.2	47.1	37.2	54.6
Univ. Wisconsin-Eau Claire		IIA	4	4	3	2	42.8	34.6	31.3	26.8	36.0	3	3	2	2	55.2	45.2	41.1	35.6	46.9
Univ. Wisconsin-Green Bay		IIA	3	3	4		44.1	36.5	29.4	-----	37.0	3	3	3		56.8	47.5	38.8	-----	48.1
Univ. Wisconsin-La Crosse		IIA	3	3	3	1	44.6	37.8	32.2	29.8	37.1	3	2	2	1	57.3	49.1	42.3	39.3	48.2
Univ. Wisconsin-Oshkosh		IIA	3	3	2	2	46.3	38.9	33.2	27.0	38.7	2	2	2	2	59.4	50.4	43.5	35.9	50.1
Univ. Wisconsin-Parkside		IIA	3	3	2		47.8	35.9	33.7		36.4	2	3	2		61.1	46.8	44.0		47.2
Univ. Wisconsin-Platteville		IIA	3	3	3		43.7	35.8	31.8	-----	37.6	3	3	2		56.3	46.6	41.7	-----	48.8
Univ. Wisconsin-River Falls		IIA	4	4	4		41.5	33.4	30.2	-----	35.6	3	4	3		53.5	43.7	39.7	-----	46.4
Univ. Wisconsin-Stevens Pnt.		IIA	3	3	4	2	44.1	36.1	28.9	26.4	37.1	3	3	3	2	56.7	47.0	38.1	35.2	48.2
Univ. Wisconsin-Stout		IIA	4	4	4	2	42.3	35.0	29.0	27.5	34.8	3	3	3	1	54.6	45.7	38.3	36.5	45.4
Univ. Wisconsin-Superior		IIA	3	3	3	3	45.0	36.6	31.1	24.3	38.0	3	3	2	3	57.9	47.6	40.9	32.6	49.3
Univ. Wisconsin-Whitewater		IIA	3	3	3	1	44.8	37.3	32.4	28.9	37.7	3	3	2	1	57.5	48.4	42.4	38.3	49.0
Univ. Wisconsin-Centers		III	3	3	3	3	40.6	34.0	28.0	24.3	33.0	2	2	3	2	52.6	44.5	37.1	32.7	43.2
Viterbo College		IIB	3	4	4	3	35.9	29.7	25.3	23.6	27.8	3	4	4	2	42.9	35.4	29.9	29.4	33.1
WYOMING																				
Northwest College		III		4	4	4	-----	32.1	25.9	21.3	27.7		3	4	4	-----	39.7	32.3	26.7	34.5
University of Wyoming		I	5	5	4		47.5	36.7	33.2	-----	39.2	5	5	5		55.6	43.4	39.5	-----	46.2
PUERTO RICO																				
Bayamon Technological U.Coll		IIB	5	5	5	5	27.3	21.3	17.0	15.4	19.3	5	5	5	5	32.7	25.8	20.8	18.8	23.4
Caribbean University College	39	IIB			5	5			13.4	12.7	12.9			5	5			14.9	13.7	14.1
Ponce Techn. Univ. College		III	5	5	5	5	25.8	19.8	16.5	14.9	17.4	5	5	5	5	32.1	24.2	20.1	18.3	21.3
Fundacion Educ.Ana G.Mendez	119	III	5	5	5	5	30.4	24.4	21.8	16.9	20.8	5	5	5	5	37.1	29.2	26.1	19.9	24.8
Univ. of Puerto Rico-Arecibo		IIB	5	5	5	5	24.1	20.0	16.6	15.0	18.4	5	5	5	5	29.5	24.8	20.8	18.9	22.8
Univ. of P.R.-Rio Piedras		IIA	5	5	5	5	32.8	26.5	22.2	17.3	25.2	5	5	5	5	39.8	32.5	27.4	21.1	30.8
Univ. P.R. Humacao U. Coll.	155	IIB	4	5	5	5	34.5	25.5	20.5	17.3	22.6	4	5	5	5	42.6	31.8	25.8	21.2	28.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	89.	69.	17.		9.2	10.0	10.4	----	7	8	13	5	2	8	10	2	----	24.9	21.9	----	----	25.7	21.4	----
19.									3		2	4	6	2		10	----		----	----	----	----		----
27.	95.	58.	21.		8.7	6.4	2.9	----	16	11	12	1	3	1	7		----	----	23.6	----	----	----	24.3	
21.	ALL	77.	41.		0.0	1.0	0.4	2.1	15	10	22	5	4	3	15	11	----	----	22.5	----	----	----	21.2	----
25.	ALL	84.	9.						25	12	25	6	3	7	7	5	----	30.4	23.1	----	----	30.3	22.0	----
26.	92.	75.	21.		7.0	6.8	10.4	8.2	10	6	5	11	3	2	9	5	----	----	----	----	----	----	----	----
24.	89.	89.	51.						45	29	20	18	10	15	19	7	35.7	30.3	25.4	22.1	34.5	28.7	24.5	20.5
26.	ALL	81.	14.						6	16	14	5	3	5	7	5	----	----	23.1	----	----	----	22.9	----
13.	98.	80.	21.	5.	2.2	2.5	0.9	0.4	89	69	53	5	11	24	54	17	37.2	31.9	25.4	----	36.2	31.2	23.4	----
17.		83.							2	5	2	1		1		1	----	----	----	----		----		----
21.	ALL	ALL	18.						8	13	8	3		1	3	2	----	----	----	----		----	----	----
13.									5	9	4	4		3	6	1	----	----	----	----		----	----	----
21.	93.	85.	57.						29	17	21	7	1	10	14	3	----	29.1	25.9	----	----	29.4	24.3	----
19.		ALL	50.	50.					1	6	4	14	2	5	2	4	----	----	----	----	----	----	----	----
13.	89.		11.						6	3	10	8	3	5	18	11	----	----	30.8	24.0	----	----	27.4	24.6
19.	96.	67.			2.9	2.1	0.0	----	20	11	4		4	4	4	1	----	----	----		----	----	----	----
21.	93.	87.	18.		0.0	0.9	5.4	1.7	36	37	7	7	6	23	4	5	34.7	28.9	----	----	34.2	26.5	----	----
18.	94.	97.	29.		0.1	1.7	0.8	0.0	47	22	26	8	6	7	16	7	34.9	29.8	26.1	21.0	30.8	26.8	22.8	19.5
26.	ALL	85.	13.						8	8	3	2	10	5	5	3	30.8	----	----	----	29.0	----	----	----
22.	92.	85.	36.	5.					15	21	24	6	9	19	20	16	33.1	28.6	23.1	18.1	35.3	28.0	23.2	18.7
18.	95.	83.	16.						308	179	154	3	28	56	85	20	44.4	36.2	29.8	----	39.8	32.6	28.5	----
26.	95.	ALL	43.						14	12	6	5	5	9	8	4	----	26.8	23.2	----	----	24.6	19.5	----
27.	94.	ALL	19.		7.1	8.6	8.4	----	28	13	7	2	8	6	9	1	32.7	29.9	28.0	----	30.0	27.9	24.9	----
19.	ALL	80.	38.		5.0	7.2	8.1	----	10	14	8	1	2	6	5	4	----	27.0	----	----	----	24.8	----	----
15.	ALL	91.	34.		6.0	6.9	6.7	8.3		9	10	4	6	23	25	15		29.9	24.3	----	----	30.6	23.9	----
28.	97.	80.			10.1	10.5	11.1		38	13	15		1	2	11	1	----	----	28.7		----	----	26.0	----
14.	91.	86.	33.	13.	12.9	12.9	12.9	12.9	3	5	3	1	8	9	12	7	----	----	----	----	----	----	----	----
27.	ALL	68.	62.		5.2	6.5	7.3		22	22	15		4	6	6		----	35.1	30.2		----	32.6	30.4	
24.					----	4.5	5.9	----	8	10	10	1		1	8		----	----	24.0	----		----	21.6	
18.	ALL	91.	10.		6.8	8.6	8.5		6	9	4	2		2	6		----	----	----	----		----	----	
23.	97.	97.			7.3	8.4	9.0	----	35	36	15	4	4	2	9	3	----	----	31.2	----	----	----	30.7	----
13.	ALL	67.	30.						4	4	8	1	2	8	15	6	----	----	24.1	----	----	----	25.9	----
26.	ALL	97.	5.		6.0	6.3	7.0		97	147	133		3	46	69		----	44.4	37.9		----	40.9	34.6	
22.																								
21.					6.9	7.7	7.2	----	47	19	17	3	5	3	3	2	----	----	----	----	----	----	----	----
18.	ALL	81.			9.1	5.8	6.3	----	4	3	2		5	13	12	5	----	----	----		----	----	----	----
16.	ALL	44.			6.9	----	----		18	7	2		3	2	2		----	----	----		----	----	----	
21.	ALL	53.	5.		6.8	11.0	5.7	----	25	14	12	1	2	3	9		----	----	26.5	----	----	----	25.2	
34.	ALL	ALL	49.		6.5	6.8	8.3	----	15	35	26	5		5	11	3	----	----	29.9	----		----	27.1	----
27.	66.	94.	1.	3.	8.2	9.0	8.5	9.1	808	191	255	9	97	66	149	20	57.8	43.0	38.0	26.5	49.7	39.4	33.8	27.2
29.	ALL	97.	3.		7.0	8.1	8.4	----	237	220	124	2	27	79	89	7	52.9	40.0	37.7	----	49.1	38.3	34.2	----
30.	99.	91.	23.	7.	7.4	8.3	7.9	5.4	140	100	80	12	13	25	51	16	43.0	34.6	31.7	28.3	40.6	34.5	30.7	25.7
30.	ALL	ALL			6.7	7.9	7.8	----	45	56	11	1	4	10	10		----	36.7	31.4	----	----	35.2	27.2	
30.	98.	79.	31.	61.	8.3	7.0	7.1	6.3	112	83	76	10	19	11	36	8	45.0	38.2	33.5	29.6	42.5	34.8	29.7	30.0
30.	ALL	82.	32.	30.	7.2	7.6	8.7	7.1	115	80	96	3	13	25	45	7	46.4	39.3	33.7	----	45.4	37.5	32.4	----
30.	ALL	94.			9.0	8.1	8.5		38	55	24		2	13	18		----	36.0	34.3		----	35.5	32.9	
30.	97.	73.	31.		7.6	8.0	7.7	----	95	57	34	2	6	7	21	1	43.7	36.1	32.8	----	43.3	33.6	30.1	----
30.	96.	69.	28.		7.7	9.7	8.9	----	91	38	45	2	16	17	27	3	41.8	33.4	30.7	----	39.3	33.4	29.3	----
30.	99.	88.	26.	40.	8.2	8.7	7.8	7.1	127	91	52	9	13	16	26	6	44.1	36.0	29.5	25.1	43.3	36.6	27.7	28.5
30.	ALL	79.	48.	71.	8.6	7.7	7.1	4.5	85	56	42	12	26	17	22	5	42.7	35.4	29.1	----	41.0	33.9	28.9	----
30.	ALL	72.	12.		6.6	10.4	8.2	----	33	20	13	5	8	5	4	2	44.9	----	----	----	45.3	----	----	----
30.	99.	99.	43.	50.	8.2	9.8	7.1	9.8	126	59	68	6	27	20	37	2	45.1	37.7	32.8	----	43.1	36.0	31.5	----
31.	ALL	ALL	52.	9.	7.4	7.8	8.5	----	53	136	79	4	8	26	29	7	40.9	34.2	28.6	----	39.1	33.2	26.3	----
19.	88.	71.	52.	14.	5.1	8.9	7.4	9.2	7	13	8	1	1	8	23	6	----	28.9	25.1	----	----	31.1	25.4	----
24.		96.	65.		----	4.4	6.0	4.8	2	24	24	7		3	10	4	----	----	26.5	----		----	24.6	----
18.	99.	83.	6.		3.4	6.3	6.7	----	247	115	105	3	18	24	52	1	47.7	36.8	34.6	----	44.5	36.2	30.2	----
21.	ALL	ALL	81.	18.					12	30	24	10	7	22	30	24	28.7	21.7	17.4	16.8	24.9	20.7	16.6	14.8
9.			ALL	78.			0.0	0.2			7	15			5	8			----	12.6			----	12.8
22.	ALL	ALL	94.	26.					2	10	15	13	4	20	16	18	----	20.2	17.3	15.1	----	19.6	15.7	14.7
19.	88.	98.	97.	30.					11	21	18	39	5	23	61	62	----	24.8	23.3	17.0	----	24.0	21.4	16.8
24.		3.	7.	86.					15	18	22	22	13	19	22	20	23.8	20.1	17.1	15.0	24.3	19.9	16.2	15.0
22.	ALL	87.	51.	7.					183	154	116	65	108	138	156	118	33.7	27.1	22.5	17.5	31.3	25.8	22.0	17.2
25.	ALL	96.	84.	3.					10	33	28	10	2	35	40	29	----	25.6	20.9	17.4	----	25.5	20.3	17.2

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN ASX SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
ALABAMA													
Brewer State Junior College		IV	3	29.6	3	35.7	21.	76.	0.4	11	6	29.3	30.1
Geo.C.Wallace St.CC-Selma	64	IV	3	30.9	3	37.2	20.	94.	0.4	30	18	32.2	28.9
Jefferson State Junior Coll.		IV	2	32.1	2	38.7	20.	96.		68	67	33.2	31.0
John C.Calhoun St.Comm.Coll.		IV	3	30.8	3	36.8	20.	88.		73	67	31.3	30.2
Lurleen B.Wallace St.Jr.Coll		IV	3	28.7	4	34.2	19.	79.		16	8	28.3	29.4
Southern Union St. Jr. Coll.	131	IV	4	26.9	4	32.5	21.	50.	1.5	18	30	29.0	25.6
ARIZONA													
Arizona Western College		IV	2	32.4	3	37.4	15.		4.7	47	32	33.4	31.0
Central Arizona College		IV	2	36.8	2	42.2	15.			69	22	35.5	40.8
Cochise College	1	IV	3	30.8	3	37.1	20.		8.1	68	33	31.4	29.5
Eastern Arizona College	4	IV	2	33.7	2	41.3	23.	82.		51	10	34.1	31.5
Mohave Community College		IV	2	32.5	2	41.2	27.	ALL		23	13	32.9	31.9
Northland Pioneer College		IV	3	31.3	3	36.6	17.		5.4	36	16	32.0	29.8
Pima County Comm.Coll.Dist.	116	IV	2	34.2	2	39.1	14.			143	105	35.1	32.9
Yavapai College	171	IV	2	34.1	3	37.9	11.		2.0	56	26	35.1	32.0
ARKANSAS													
East Arkansas Comm. College		IV	3	30.7	2	38.9	27.			14	20	32.6	29.5
Garland County Comm. College		IV	4	26.3	4	32.2	22.			16	20	28.8	24.4
Miss. County Comm. College		IV	5	23.9	5	30.8	29.			17	25	24.7	23.3
North Arkansas Comm. College		IV	4	25.5	4	31.4	23.		13.4	16	16	25.6	25.3
Phillips Co. Comm. College		IV	5	24.3	5	30.6	26.			19	34	26.3	23.1
Rich Mountain Community Coll		IV	5	23.4	5	29.3	25.			8	7	23.8	23.0
Southern Ark.Univ.-El Dorado		IV	5	25.3	5	31.0	22.	53.	5.8	7	10	26.9	24.2
Westark Community College	1	IV	4	27.1	3	34.5	28.	74.	5.3	58	37	26.8	27.4
CALIFORNIA													
Allan Hancock College	30	IV	1	40.2	1	48.2	20.			109		---	
Antelope Valley College	30	IV	1	40.2	1	48.2	20.			102		---	
Barstow College		IV	1	42.2	1	50.9	21.	7.	4.6	20	7	42.6	40.7
Cabrillo College	30	IV	1	38.3	2	46.1	20.			180		---	
Cerritos College	30	IV	1*	47.7	1*	56.6	19.			220		---	
Citrus College	30	IV	1*	47.4	1*	56.2	19.			132		---	
College of the Canyons	30	IV	1	41.3	1	49.5	20.			57		---	
Contra Costa Comm.Coll.Dist.	30	IV	1*	47.4	1*	56.2	19.			405		---	
Cypress College	30	IV	1*	46.4	1*	55.1	19.			213		---	
El Camino College	30	IV	1*	46.3	1*	55.0	19.			290		---	
Foothill-De Anza Comm.Coll.D	30	IV	1*	49.9	1*	58.9	18.			564		---	
Fullerton College	30	IV	1*	46.3	1*	55.0	19.			270		---	
Gavilan College	30	IV	1	43.8	1	52.2	19.			52		---	
Glendale Community College	30	IV	1*	48.3	1*	57.3	18.			198		---	
Grossmont/Cuyamaca CC Dist.	68	IV	1	43.3	1	51.7	19.	88.		139	71	44.4	41.2
Imperial Valley College	30	IV	1	38.1	2	45.9	20.			92		---	
Kern Community College Dist.	30	IV	1	42.8	1	51.1	19.			283		---	
Lake Tahoe Community College	30	IV	1	41.5	1	49.7	20.			18		---	
Long Beach Comm.Coll.Dist.	30	IV	1*	47.3	1*	56.1	19.			292		---	
Marin, College of	91	IV	1*	46.1	1*	54.5	18.	97.		104	69	46.1	46.3
Mendocino College	30	IV	1	39.5	1	47.4	20.			43		---	
Merced College	30	IV	1	42.7	1	51.1	19.			124		---	
Mira Costa College	30	IV	1*	45.8	1	54.4	19.			83		---	
Mt. San Antonio College	30	IV	1*	45.8	1	54.4	19.			260		---	
Napa Valley College	30	IV	1	38.6	2	46.4	20.			97		---	
Palo Verde College	30	IV	1	38.9	2	46.8	20.			13		---	
Pasadena City College	30	IV	1	42.9	1	51.2	19.			325		---	
Rancho Santiago Comm.College	30	IV	1*	47.4	1*	56.2	19.			314		---	
Redwoods Comm. Coll. Dist.	120	IV	2	36.9	2	40.9	11.	86.	5.2	71	32	36.9	36.9
Rio Hondo College	30	IV	1	45.2	1	53.8	19.			173		---	
Riverside Community College	30	IV	1*	45.8	1*	54.5	19.			184		---	
Saddleback Comm. Coll. Dist.	30	IV	1*	48.1	1*	56.9	18.			263		---	
San Bernardino Valley Coll.	30	IV	1	41.2	1	49.3	20.			190		---	
San Francisco Comm.Coll.Dist	30	IV	1	42.4	1	50.7	19.			411		---	
San Joaquin Delta College		IV	1*	47.9	1*	55.4	16.			149	80	49.0	45.7
San Jose/Evrgrn Comm.Coll.	30	IV	1	44.0	1	52.4	19.			200		---	
San Mateo Comm.Co.Coll.Dist.	30	IV	1	44.5	1	53.0	19.			195		---	
Santa Barbara City College		IV	1	39.4	1	47.8	21.	86.	12.0	93	68	40.9	37.4
Santa Monica College	30	IV	1*	46.7	1*	55.5	19.			227		---	
Sierra Community College	30	IV	1	44.0	1	52.4	19.			125		---	
Solano Community College	30	IV	1	43.8	1	52.3	19.			127		---	
Southwestern College	30	IV	1	45.5	1	54.1	19.			180		---	
Taft College	4	IV	1	45.3	1	53.7	19.	90.	5.0	16	5	---	---

APPENDIX II	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	
		INST CATEGORY	RATING OF AVG SAL	AVERAGE SALARY (THOUS.)	RATING OF AVG COMP	AVERAGE COMP. (THOUS.)	BEN AS% SAL	PCT TEN	PCT.INCR. CONT.FAC	NUMBER OF FULLTIME FAC		AVERAGE SALARY BY SEX	
NAME OF INSTITUTION										MEN	WOMEN	MEN	WOMEN
CALIFORNIA (CONTD)													
Ventura Co. Comm. Coll.Dist.	30	IV	1*	47.2	1*	56.0	19.			332		...	
Victor Valley Comm.Coll.Dist	30	IV	1	38.3	2	46.1	20.			66		...	
West Hills Comm. Coll. Dist.		IV	1	41.8	1	51.7	24.	81.	6.5	33	14	43.9	36.8
West Valley-Mission C.C.Dist	30	IV	1	45.2	1	53.7	19.			87		...	
Yuba College	30	IV	1	45.2	1	53.8	19.			113		...	
COLORADO													
Arapahoe Community College		IV	4	26.0	4	31.3	20.			57	60	29.3	22.9
Colo. Northwestern Comm.Coll		IV	3	30.1	3	38.4	28.	65.		22	9	29.9	30.4
Community College of Aurora		IV	4	27.7	4	33.4	21.	50.		6	4	---	---
Community College of Denver		IV	3	28.2	4	34.0	21.			37	48	30.4	26.5
Front Range Community Coll.	60	IV	3	29.0	3	34.5	19.		7.2	85	59	30.2	27.2
Lamar Community College		IV	4	27.8	4	33.5	20.	65.		18	5	---	---
Morgan Community College		IV	4	25.9	4	31.3	21.		7.6	19	12	26.1	25.5
Northeastern Junior College		IV	4	26.6	4	32.3	21.		8.2	42	19	27.7	24.2
Otero Junior College		IV	3	29.0	3	34.9	20.		6.2	20	10	29.8	27.5
Pikes Peak Community College		IV	4	27.4	4	33.2	21.	13.	7.8	90	47	27.4	27.3
Pueblo Community College		IV	4	25.4	5	30.6	21.			44	42	26.0	24.8
Trinidad State Junior Coll.		IV	5	25.1	5	30.2	20.			32	11	25.3	24.6
DELAWARE													
Del.Tech&Comm.Coll.-Sthrn	4	IV	2	36.0	2	45.6	27.			38	32	35.6	36.6
Del.Tech.&Comm.Coll.-Stn Wtn	4	IV	2	35.5	2	44.8	26.			53	63	36.3	34.8
Del.Tech.&Comm.Coll.-Terry	4	IV	2	37.5	1	47.6	27.			22	18	37.5	37.4
FLORIDA													
Broward Community College		IV	1	39.0	1	50.4	29.	78.		167	111	39.7	38.0
Central Florida Comm.College		IV	3	29.1	3	38.0	31.	62.		62	49	30.6	27.1
Chipola Junior College		IV	3	31.3	2	40.6	30.	50.		28	42	33.3	29.9
Daytona Beach Comm. College	49	IV	3	30.2	2	39.3	30.	67.		109	81	34.4	24.6
Edison Community College		IV	2	32.4	2	42.1	30.	79.		51	34	33.1	31.3
Fla.Comm.Coll.at Jacksnvlle		IV	2	36.7	1	47.5	29.	84.		174	165	37.8	35.5
Florida Keys Community Coll.		IV	3	29.3	2	38.7	32.	70.		25	8	30.0	27.0
Lake City Community College		IV	3	29.1	3	38.0	31.	72.		43	17	30.3	26.0
Lake-Sumter Community Coll.		IV	3	29.0	3	36.7	27.	68.	6.0	21	16	29.4	28.5
North Florida Junior College		IV	3	30.0	3	38.0	27.	68.	17.8	13	15	30.4	29.6
Okaloosa-Walton Comm. Coll.		IV	2	32.2	2	41.2	28.	85.	7.0	41	31	32.8	31.5
Pasco-Hernando Comm. College		IV	4	27.9	3	36.5	31.	52.		29	29	29.3	26.4
Polk Community College		IV	3	30.0	2	39.2	31.	86.		55	44	31.8	27.9
Saint Johns River Comm.Coll.		IV	3	29.2	3	38.2	31.	63.		39	17	29.6	28.4
St. Petersburg Junior Coll.		IV	2	32.3	2	42.0	30.	72.		143	124	34.3	30.0
Santa Fe Community College		IV	2	33.7	2	43.7	30.	75.	7.0	112	128	34.4	33.1
Seminole Community College		IV	2	34.1	2	44.3	30.	73.		71	48	34.5	33.6
South Florida Community Coll		IV	2	31.8	2	41.5	30.	56.		25	20	34.4	28.6
Tallahassee Comm. College		IV	1	42.4	1	53.5	26.	67.		56	59	42.6	42.3
Valencia Community College		IV	1	43.5	1*	57.1	31.	58.		112	85	43.7	43.4
GEORGIA													
Young Harris College		IV	3	29.3	3	34.9	19.	48.	11.1	18	9	29.8	28.4
HAWAII													
Honolulu Comm.Coll.-U.Hawaii	28	IV	2	35.3	2	39.8	13.	66.	8.9	74	38	36.1	33.7
Kapiolani Comm.Coll-U.Hawaii	28	IV	2	35.2	2	39.7	13.	51.	8.5	57	66	35.3	35.1
Kauai Comm.Coll.-U. Hawaii	28	IV	2	34.1	2	38.5	13.	58.	9.5	30	20	34.9	32.8
Leeward Comm.Coll.-U. Hawaii	28	IV	2	36.4	2	41.0	13.	77.	7.6	79	55	36.9	35.6
Maui Comm.College-U. Hawaii	28	IV	2	35.3	2	39.7	13.	60.	9.9	32	33	36.5	34.1
Windward Comm.Coll-U. Hawaii	28	IV	2	34.1	2	38.5	13.	56.	7.5	19	17	33.0	35.3
IDAHO													
North Idaho College		IV	3	29.0	3	36.5	26.	60.	7.1	51	34	29.6	28.0
ILLINOIS													
Chicago College of Commerce		IV	5	19.8	5	23.2	17.		3.6	1	7	---	---
Illinois Eastern Comm.Colls.	74	IV	5	25.0	5	28.6	15.	87.	0.5	66	39	25.8	23.6
Illinois Valley Comm.College		IV	2	32.9	3	37.4	14.	83.	6.5	59	22	33.9	30.2
John Wood Community College		IV	4	27.1	4	31.5	16.	41.	8.1	18	14	28.2	25.6
Joliet Junior College		IV	1	40.4	1	48.1	19.	87.	7.0	98	45	42.0	36.8
Lincoln College	82	IV	3	28.6	3	34.3	20.	52.	5.1	21	10	28.6	28.6

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
ILLINOIS - (CONTD)													
McHenry County College		IV	2	35.4	2	43.2	22.	72.	8.4	32	18	36.9	32.7
Prairie State College		IV	2	36.3	2	42.6	17.	90.	5.6	45	44	38.8	33.7
Saint Augustine College		IV	5	19.1	5	24.1	26.			5	2	...	...
Springfield Coll.in Illinois		IV	5	19.3	5	22.0	14.	50.	2.4	5	11	...	...
State Community College		IV	4	27.6	4	32.9	20.	ALL	7.5	14	22	29.2	26.5
IOWA													
Des Moines Community College		IV	2	31.6	2	38.9	23.			128	94	32.5	30.2
Eastern Iowa Comm.Coll.Dist.	51	IV	4	27.3	4	33.9	24.		7.4	84	58	27.8	26.5
Hawkeye Institute of Tech.		IV	4	27.0	4	33.2	23.			71	45	27.8	25.8
Indian Hills Community Coll.	75	IV	5	25.0	5	29.9	20.			79	47	26.0	23.2
Iowa Lakes Community Coll.	77	IV	4	26.7	4	32.9	23.			51	21	28.2	23.3
Kirkwood Community College	10	IV	3	29.0	3	35.6	23.		8.4	112	72	30.8	26.1
North Iowa Area Comm.College		IV	2	33.0	2	40.5	22.	83.	5.1	58	24	34.4	29.7
Northeast Iowa Tech. Inst.		IV	4	27.2	3	34.5	27.			41	49	27.6	26.9
Northwest Iowa Tech. College		IV	4	26.3	4	33.0	25.			31	8	27.2	23.1
Southeastern Comm. College		IV	3	30.3	3	35.9	18.			55	25	30.6	29.6
Southwestern Community Coll.		IV	4	25.9	4	33.4	29.	79.		28	15	26.9	23.9
Western Iowa Tech.Comm.Coll.	3	IV	4	27.4	4	34.0	24.	ALL	6.6	45	25	27.5	27.2
KANSAS													
Central College		IV	5	16.6	5	22.1	33.		0.0	9	4	...	...
Coffeyville Community Coll.		IV	5	23.6	5	26.4	12.	56.	6.0	29	14	24.8	21.2
Hutchinson Community College	3	IV	3	30.1	3	35.9	19.	82.	5.1	63	36	31.6	27.4
Independence Community Coll.		IV	4	27.6	4	32.2	17.	87.	5.0	15	16	27.6	27.6
Johnson County Comm. College		IV	2	36.5	2	44.7	22.		3.3	119	89	37.4	35.3
Kansas City Kans. Comm.Coll.		IV	2	33.1	2	38.7	17.		5.5	55	59	35.1	31.3
Labette Community College		IV	3	28.3	4	32.4	15.	74.	4.5	12	26	29.2	27.9
Seward County Comm. College		IV	5	25.2	5	30.1	20.	34.	3.9	26	18	27.1	22.3
KENTUCKY													
Midway College		IV	5	23.1	5	28.0	21.	12.	5.5	5	21	...	...
Saint Catharine College		IV	5	15.4	5	17.6	14.	8.	4.3	6	7	16.3	14.6
MAINE													
Central Maine Tech. College		IV	4	27.3	3	35.8	31.	78.	6.0	36	15	28.2	24.9
Eastern Maine Voc.Tech.Inst.		IV	3	28.7	3	37.2	30.		9.0	36	22	29.5	27.3
Northern Maine Voc.Tech.Inst		IV	4	27.9	4	34.2	22.	96.		28	19	27.7	28.3
MICHIGAN													
Baker College - Flint		IV	2	32.7	2	42.9	31.			13	15	30.7	34.5
Baker College -Owosso		IV	4	26.6	3	35.5	33.			4	3	...	...
Ch. Stewart Mott Comm. Coll.		IV	1	41.1	1	53.6	30.			110	72	41.7	40.1
Davenport College -Grd.Rpds.		IV	2	37.2	1	49.7	34.			20	17	38.8	35.3
Davenport Coll.-Kalanazoo Br		IV	4	25.8	3	35.5	37.			3	6	...	...
Grand Rapids Junior College		IV	1	41.8	1	52.3	25.	87.	5.5	134	75	43.3	39.2
Henry Ford Community College		IV	1*	47.2	1*	60.1	27.			136	70	48.1	45.4
Highland Park Comm. College		IV	1	37.8	1	49.6	31.		8.0	21	17	36.6	39.3
Montcalm Community College		IV	2	32.3	2	41.8	29.	73.	6.2	19	7	33.5	29.0
Northwestern Michigan Coll.	107	IV	2	33.7	2	42.9	28.	77.		68	31	34.6	31.6
Schoolcraft College	3	IV	1	43.0	1*	57.4	33.		5.5	81	35	43.2	42.6
Suomi College		IV	3	28.8	3	36.3	26.	41.		11	16	29.0	28.7
Washtenaw Community College		IV	1	42.2	1	49.4	17.	88.	5.7	87	42	43.2	40.2
MINNESOTA													
Alexandria Tech. Institute		IV	2	34.7	2	43.0	24.	86.		73	18	35.3	32.1
Anoka Ramsey Community Coll.		IV	1	40.2	1	51.8	29.		6.1	38	23	40.2	40.3
Austin Community College		IV	1	40.0	1	52.3	31.		5.4	21	7	42.7	32.2
Bethany Lutheran College		IV	3	30.3	3	38.4	27.	88.	4.2	13	3	...	...
Brainerd Community College		IV	2	37.2	1	49.0	32.		7.4	22	10	39.6	31.9
Fergus Falls Community Coll.		IV	2	37.7	1	49.8	32.		6.3	16	11	40.6	33.4
Hibbing Community College		IV	2	35.6	1	47.1	32.		7.6	20	11	37.0	32.9
Inver Hills Community Coll.		IV	1	40.2	1	51.8	29.		6.1	36	28	41.9	38.0
Itasca Community College		IV	2	36.7	1	48.5	32.		7.5	21	15	39.2	33.1
Lake Wood Community College		IV	1	41.1	1	52.9	29.		6.1	48	20	41.6	39.9
Mesabi Community College		IV	1	39.9	1	52.3	31.		6.8	18	10	42.1	35.9
Minneapolis Community Coll.		IV	1	40.8	1	52.5	29.		6.3	25	30	41.7	40.0
Normandale Community College		IV	1	39.5	1	51.0	29.		6.8	77	55	40.3	38.4
North Hennepin Comm. College		IV	1	39.5	1	50.9	29.		5.9	42	39	41.3	37.6

APPENDIX II

	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	
										NUMBER OF FULLTIME FAC		AVERAGE SALARY BY SEX	
NAME OF INSTITUTION		INST CATEGORY	RATING OF AVG SAL	AVERAGE SALARY (THOUS.)	RATING OF AVG COMP	AVERAGE COMP. (THOUS.)	BEN AS% SAL	PCT TEN	PCT.INCR. CONT.FAC	MEN	WOMEN	MEN	WOMEN
M I N N E S O T A (CONTD)													
Northland Community College		IV	1	37.8	1	49.7	31.		6.4	16	6	38.8	35.3
Rainy River Community Coll.		IV	2	33.8	2	45.2	34.		6.8	17	9	36.1	29.4
Rochester Community College		IV	1	38.5	1	50.5	31.		6.1	50	32	40.4	35.6
St. Paul Technical Institute		IV	1*	45.6	1	51.2	12.	87.		87	24	46.8	41.0
Vermillion Community College		IV	2	36.8	1	48.5	32.		7.6	14	6	37.5	35.0
Willmar Community College		IV	1	38.4	1	50.2	31.		6.3	28	6	40.5	28.6
Worthington Community Coll.		IV	2	36.8	1	48.3	31.		7.3	17	6	38.0	33.3
M I S S I S S I P P I													
Coahoma Community College		IV	5	21.4	5	25.3	18.			33	24	21.6	21.1
Copiah-Lincoln Comm. College		IV	5	25.1	5	30.8	23.			48	34	25.7	24.3
East Central Community Coll.		IV	5	22.0	5	26.5	20.			33	15	21.9	22.2
East Mississippi Comm. Coll.		IV	5	22.1	5	28.4	28.			34	22	21.9	22.5
Hinds Comm.College-Raymond		IV	4	25.9	4	32.0	23.			167	222	26.0	25.9
Holmes Junior College		IV	5	23.5	5	28.5	21.			42	62	23.2	23.7
Itawamba Community College		IV	4	26.0	4	31.3	20.			54	54	26.5	25.4
Jones County Junior College		IV	2	31.5	3	38.4	22.			64	67	32.5	30.6
Meridian Community College		IV	5	23.4	5	27.9	19.			51	80	23.7	23.2
Miss. Delta Junior College		IV	5	25.1	5	29.9	19.			36	65	25.6	24.9
Miss. Gulf Coast Comm. Coll.	99	IV	3	28.2	4	34.2	21.			145	155	28.4	28.0
Northeast Miss. Junior Coll.		IV	3	28.2	4	34.0	21.			47	64	27.6	28.6
Northwest Miss. Comm. Coll.		IV	3	28.4	3	34.4	21.			60	85	28.6	28.4
Southwest Miss. Junior Coll.		IV	4	26.4	4	31.4	19.			17	26	25.8	26.8
Wood Junior College		IV	5	15.4	5	17.9	16.	53.		3	12	---	---
M I S S O U R I													
Crowder College	1	IV	5	22.4	5	26.2	17.		6.0	46	19	22.5	22.1
East Central College		IV	3	29.4	3	34.5	17.	80.	11.2	35	19	30.8	26.8
Jefferson College		IV	4	28.0	4	32.6	16.	70.	6.6	62	31	28.9	26.1
Kemper Military School &Coll		IV	5	17.9	5	19.6	10.			7	2	---	---
Metropolitan Comm. Colleges	93	IV	2	33.5	2	39.6	18.	63.	9.9	140	85	35.4	30.4
Mineral Area College		IV	4	27.0	4	33.0	23.			30	24	28.6	24.9
Moberly Area Junior College		IV	5	22.9	5	26.5	16.	39.		16	17	24.3	21.6
North Central Missouri Coll.		IV	5	24.8	5	28.9	17.	56.	6.6	7	11	26.5	23.7
St. Charles Co. Comm. Coll.		IV	5	25.2	4	31.2	24.			16	24	26.3	24.5
State Fair Community College		IV	4	26.5	5	30.2	14.		5.4	29	21	27.9	24.5
Three Rivers Comm. College		IV	5	22.5	5	26.9	19.	51.		31	20	23.5	21.0
M O N T A N A													
Dawson Community College		IV	3	28.4	3	35.4	25.	78.		14	4	---	---
Flathead Valley Comm. Coll.		IV	3	28.5	4	33.9	19.	80.	4.0	23	7	29.0	26.7
Miles Community College	1	IV	4	25.8	4	32.4	25.		5.5	10	8	26.9	24.4
N E B R A S K A													
Central Community College	41	IV	5	20.5	5	26.9	31.			71	49	21.7	18.9
Metropolitan Community Coll.	94	IV	4	26.5	4	32.1	21.		14.8	63	47	26.5	26.4
Mid Plains NE Tech Comm Coll	95	IV	4	26.9	4	34.2	27.	ALL		52	24	27.4	25.8
Northeast Community College		IV	4	25.5	4	32.7	28.		8.2	60	17	26.2	23.2
Southeast Community College	129	IV	4	25.9	4	33.1	28.		8.2	139	82	26.4	25.1
Western Nebraska Comm. Coll.	167	IV	5	24.0	5	31.0	29.			54	14	25.4	18.9
N E V A D A													
Clark County Community Coll.	43	IV	2	32.9	2	38.5	17.	57.		79	43	33.3	32.1
Northern Nevada Comm.College	4	IV	3	28.6	4	33.8	18.	55.		12	8	26.2	32.1
Truckee Meadows Comm.College		IV	2	34.8	2	41.4	19.	67.		35	34	35.4	34.3
Western Nevada Comm. College	4	IV	3	30.3	3	36.1	19.	54.		26	28	38.4	22.8
N E W J E R S E Y													
Berkeley College of Business		IV	5	21.5	5	26.7	24.			1	22	---	---
N E W M E X I C O													
Eastern New Mexico U-Clovis		IV	5	24.3	5	29.9	23.	84.	5.5	17	14	24.6	23.9
New Mexico Junior College		IV	3	29.8	3	36.0	21.		7.0	36	14	30.3	28.5
N O R T H C A R O L I N A													
Alamance Community College		IV	4	26.7	4	33.4	25.		5.2	39	32	27.6	25.7
Anson Community College		IV	4	25.6	4	31.5	23.			14	7	25.1	26.7

APPENDIX II

	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	
		INST CATEGORY	RATING OF AVG SAL	AVERAGE SALARY (THOUS.)	RATING OF AVG COMP	AVERAGE COMP. (THOUS.)	BEN AS% SAL	PCT TEN	PCT.INCR. CONT.FAC	NUMBER OF FULLTIME FAC		AVERAGE SALARY BY SEX	
NAME OF INSTITUTION										MEN	WOMEN	MEN	WOMEN
N O R T H C A R O L I N A (CONTD)													
Ashvle Buncombe Tech.Comm C.		IV	4	27.9	3	34.3	23.			49	34	28.7	26.8
Beaufort County Comm.Coll.		IV	5	25.1	4	31.5	25.			22	19	25.7	24.3
Bladen Community College		IV	5	22.5	5	28.1	25.		8.9	9	12	22.5	22.5
Blue Ridge Community College		IV	4	27.5	4	34.1	24.		6.8	25	15	28.0	26.8
Brunswick Community College		IV	5	22.9	5	28.3	24.			9	14	24.7	21.7
Caldwell Comm.Coll.&Tech Ins	1	IV	4	26.6	4	32.7	23.			28	33	28.0	25.4
Cape Fear Technical Inst.		IV	3	29.5	3	36.1	23.			46	17	30.1	27.7
Carteret Community College	1	IV	5	23.8	5	29.7	25.		10.9	16	23	24.0	23.7
Catawba Valley Comm. College		IV	3	28.3	3	34.7	23.			46	27	28.8	27.4
Central Carolina Comm. Coll.		IV	4	26.9	4	33.0	23.			41	34	28.5	24.8
Central Piedmont Comm. Coll.		IV	3	30.4	3	37.7	24.		6.8	117	96	31.5	29.0
Cleveland Community College		IV	5	25.1	5	31.0	23.			27	17	25.8	24.0
Coastal Carolina Comm. Coll.		IV	4	26.8	4	33.4	24.			54	47	28.4	25.0
Craven Community College		IV	4	25.7	4	31.6	23.			22	19	26.6	24.5
Davidson County Comm. Coll.		IV	2	32.7	2	39.9	22.			37	22	33.2	31.8
Durham Technical Comm. Coll.		IV	4	27.1	4	33.3	23.			44	44	28.3	25.9
Edgecombe Community College		IV	5	24.1	5	29.7	23.			15	36	26.7	23.0
Fayetteville Tech.Comm.Coll.		IV	4	27.6	4	33.9	23.			98	80	28.7	26.4
Forsyth Technical College		IV	3	31.0	3	38.0	22.			57	47	31.8	30.1
Gaston College		IV	3	28.7	3	35.2	23.			60	36	29.8	26.9
Guilford Technical Comm Coll		IV	3	28.4	3	34.9	23.			84	83	29.4	27.4
Halifax Community College		IV	5	23.5	5	29.2	24.			20	25	23.4	23.6
Haywood Community College		IV	4	25.6	4	32.0	25.		6.0	40	19	25.5	26.0
Isothermal Community College		IV	4	25.9	4	31.9	23.			30	21	26.9	24.6
James Sprunt Comm. College		IV	5	23.8	5	29.4	23.			20	20	24.5	23.1
Johnston Community College		IV	5	23.1	5	28.8	25.			50	39	23.7	22.4
Lees-McRae College		IV	5	22.6	5	26.3	17.	18.		23	21	23.4	21.6
Lenoir Community College		IV	5	25.3	4	31.2	23.			44	43	25.9	24.7
McDowell Tech. Comm. College		IV	5	24.0	5	30.0	25.		6.6	15	8	24.6	23.1
Martin Community College		IV	5	23.7	5	29.3	23.			18	10	25.0	21.4
Mayland Community College		IV	4	25.5	4	31.4	23.			14	10	26.1	24.7
Mitchell Community College		IV	5	24.5	5	30.2	23.			26	20	24.1	25.1
Montgomery Community College		IV	5	22.1	5	27.4	24.			18	8	22.0	22.4
Nash Community College		IV	4	26.4	4	33.5	27.			19	18	27.7	24.9
Pamlico Community College		IV	5	22.0	5	27.3	24.			5	4	---	---
Piedmont Community College		IV	5	22.6	5	27.9	24.			25	17	23.3	21.5
Pitt Community College		IV	4	26.0	4	31.9	23.			39	53	27.2	25.0
Randolph Community College		IV	4	25.4	4	31.3	23.			28	20	26.5	23.9
Richmond Community College		IV	4	27.3	4	33.8	23.		6.0	15	15	28.2	26.5
Roanoke-Chowan Comm. College	4	IV	4	26.4	4	32.6	24.	ALL	7.4	6	15	27.2	26.1
Robeson Community College		IV	5	24.0	5	29.6	23.			21	33	24.6	23.7
Rockingham Community College	1	IV	4	26.4	4	33.0	25.		7.3	27	18	25.3	28.0
Rowan-Cabarrus Comm. College		IV	5	24.0	5	29.4	23.			26	30	27.6	20.9
Sampson Community College		IV	5	24.3	5	29.9	23.			14	29	25.4	23.7
Sandhills Community College		IV	3	29.0	3	35.6	23.			59	36	30.1	27.3
Southeastern Community Coll.		IV	4	25.5	4	31.4	23.		6.0	20	34	27.5	24.4
Southwestern Community Coll.		IV	5	24.6	5	30.3	23.			20	30	27.9	22.4
Stanly Community College		IV	4	27.0	4	33.1	23.			17	21	28.8	25.5
Surry Community College		IV	4	26.6	4	32.8	23.			41	22	27.4	25.2
Tri-County Community College		IV	5	21.5	5	26.7	24.			13	9	22.0	20.8
Vance-Granville Comm.College		IV	5	23.9	5	29.6	24.		10.8	28	39	25.7	22.6
Wake Technical Comm. College		IV	4	26.4	4	32.5	23.			72	78	27.2	25.7
Wayne Community College		IV	4	25.8	4	32.4	25.		6.7	47	38	27.2	24.2
Western Piedmont Comm. Coll.		IV	4	26.6	4	32.7	23.			32	27	27.7	25.2
Wilkes Community College		IV	3	28.6	3	35.1	23.			36	24	29.2	27.8
Wilson Technical Comm. Coll.		IV	4	27.6	4	33.9	23.			21	14	28.4	26.6
N O R T H D A K O T A													
North Dakota St.Coll.of.Sci.	1	IV	3	28.3	3	36.8	30.	76.	7.9	116	24	28.6	26.8
North Dakota St.U.-Bottineau		IV	4	27.2	3	35.2	29.	60.	7.7	15	5	---	---
Univ. of N. Dak.-Lake Region	1	IV	4	26.3	4	34.0	29.	62.	8.5	15	6	26.7	25.3
O H I O													
Cincinnati Technical College		IV	3	29.0	3	36.4	25.	38.	1.0	82	56	30.5	26.9
Lakeland Community College		IV	1	40.8	1	53.1	30.	80.	5.9	57	33	42.5	37.7
O K L A H O M A													
Carl Albert Junior College		IV	4	27.0	4	32.6	21.			25	11	27.8	25.0
Connors State College		IV	4	27.7	4	33.6	21.			24	21	28.5	26.9
Eastern Oklahoma State Coll.		IV	3	29.0	3	34.7	20.	53.		29	20	29.4	28.5
El Reno Junior College		IV	3	29.0	3	35.2	21.	50.		13	15	29.7	28.4

APPENDIX II	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
NAME OF INSTITUTION										MEN	WOMEN	MEN	WOMEN
OKLAHOMA (CONTD)													
Murray State College		IV	4	26.1	5	30.4	16.	39.		26	15	27.1	24.3
Northeastern Okla. A&M Coll.		IV	3	29.7	3	35.3	19.	71.		58	36	29.8	29.6
Northern Oklahoma College		IV	3	28.3	3	34.5	22.	60.		24	18	28.5	28.1
Rogers State College		IV	4	26.6	4	33.5	26.			43	22	26.6	26.6
Rose State College	1	IV	3	29.9	3	37.1	24.	74.	5.3	79	61	30.5	29.2
Saint Gregory's College		IV	5	23.9	5	27.9	17.	71.		9	5	---	---
Seminole Junior College		IV	4	26.3	4	32.1	22.	45.		28	16	27.5	24.3
Oklahoma City Community Coll		IV	3	30.9	3	38.2	24.		4.7	54	47	31.1	30.6
Tulsa Junior College		IV	3	30.4	3	37.5	23.			92	107	31.1	29.7
Western Oklahoma State Coll.		IV	3	29.4	3	35.4	21.	60.		25	20	30.4	28.1
OREGON													
Bassist College		IV	5	23.9	5	28.4	19.			2	8	---	---
Blue Mountain Community Coll		IV	2	33.8	2	45.4	35.	90.		50	17	34.5	31.6
Chemeketa Community College		IV	2	33.0	2	44.6	35.			114	86	33.7	32.1
Clackamas Community College		IV	2	33.0	2	44.6	35.	87.	6.2	76	56	33.2	32.6
Clatsop Community College		IV	3	28.6	3	36.5	28.	95.		24	17	30.0	26.6
Lane Community College		IV	2	31.7	2	43.7	38.			140	125	33.2	30.0
Linn-Benton Community Coll.		IV	2	31.4	2	42.3	35.			69	43	32.7	29.4
Mount Hood Community College		IV	2	36.4	1	48.8	34.	77.		97	55	37.2	35.0
Portland Community College		IV	2	33.7	2	46.1	37.	85.	6.5	216	148	34.4	32.7
Rogue Community College		IV	3	30.7	2	40.4	32.	78.		31	28	28.2	33.4
Southwestern Oreg.Comm.Coll.		IV	2	32.6	2	45.1	38.	79.		38	14	32.9	31.8
Umpqua Community College		IV	3	30.0	2	40.7	36.		6.0	36	27	31.8	27.6
SOUTH CAROLINA													
Florence-Darlgtn. Tech.Coll.		IV	4	27.2	4	33.2	22.		12.6	42	51	26.2	28.1
Midlands Technical College	97	IV	4	27.6	4	33.2	20.	ALL		91	111	29.9	25.8
Spartanburg Methodist Coll.		IV	4	26.5	4	31.2	18.	55.		11	11	25.0	28.0
Spartanburg Technical Coll.		IV	5	24.2	5	29.2	21.			38	40	25.3	23.2
Sumter Area Tech. College	1	IV	5	25.0	5	30.2	21.		4.6	27	27	24.8	25.3
Tech. Coll.of the Lowcountry	136	IV	5	22.6	5	26.1	16.		8.2	21	18	22.7	22.4
SOUTH DAKOTA													
Presentation College		IV	5	24.3	5	28.5	17.			6	20	23.2	24.7
TENNESSEE													
Tomlinson College		IV	5	19.3	5	20.8	8.	50.	1.9	7	5	---	---
TEXAS													
Alvin Community College	1	IV	2	34.2	2	39.6	16.	90.	6.8	64	36	35.2	32.4
Angelina College		IV	2	33.5	3	38.4	15.	89.	11.0	35	38	34.8	32.2
Austin Community College	36	IV	3	31.1	3	36.9	19.		9.2	120	89	31.5	30.6
Bee County College		IV	4	25.8	5	29.7	15.			41	51	28.5	23.7
Blinn College	38	IV	4	26.8	4	32.4	21.			78	50	27.6	25.5
Brookhaven College		IV	2	36.1	2	41.7	16.		5.5	40	46	36.5	35.8
Cedar Valley College		IV	2	34.1	2	39.6	16.		5.5	32	17	34.9	32.7
Central Texas College		IV	3	29.1	3	34.5	18.			60	46	30.0	28.0
College of the Mainland		IV	2	34.6	2	39.1	13.	59.		37	42	38.0	31.5
Collin Co. Comm. Coll. Dist.		IV	3	28.3	4	32.5	15.			37	45	29.0	27.8
Concordia Lutheran College		IV	5	21.9	5	27.5	26.	45.		25	4	---	---
Cooke County College		IV	3	28.5	4	33.2	17.			34	29	29.0	27.9
Eastfield College		IV	1	39.1	2	44.9	15.		5.5	79	32	39.7	37.5
El Centro College		IV	2	36.4	2	42.1	15.		5.5	56	74	37.7	35.5
El Paso Co.Com.Coll.District	53	IV	2	31.6	3	36.7	16.	53.	5.0	156	124	32.8	30.2
Frank Phillips College		IV	3	31.0	3	36.4	17.			16	11	31.7	30.2
Grayson County College		IV	3	30.3	3	38.0	26.			50	54	32.7	28.0
Hill College		IV	4	27.1	4	31.5	16.	51.	5.5	29	14	27.8	25.6
McLennan Community College		IV	2	32.7	3	37.2	14.	69.		79	78	34.5	30.9
Midland College		IV	2	33.7	2	42.5	26.			49	23	33.7	33.5
Mountain View College		IV	1	39.1	2	44.9	15.		5.5	54	23	39.5	38.0
Navarro College		IV	3	28.7	3	35.0	22.			38	25	29.8	27.1
North Harris Co. Coll. Dist.	103	IV	3	30.3	3	34.6	14.	85.		132	135	30.1	30.4
North Lake College		IV	2	36.5	2	42.2	15.		5.5	38	31	37.1	35.8
Paris Junior College	1	IV	4	27.2	4	33.8	24.	52.		32	35	28.2	26.3
Ranger Junior College		IV	5	23.6	5	27.3	15.	38.		13	13	24.5	22.7
Richland College		IV	1	38.4	2	44.2	15.		5.5	87	69	39.8	36.6
San Jacinto College	127	IV	2	32.9	2	39.1	19.			175	183	33.9	31.9
Southwest Texas Junior Coll.		IV	2	33.3	2	39.2	18.	50.	9.6	32	24	34.0	32.2
Temple Junior College		IV	2	32.4	2	39.7	23.	76.		33	39	33.8	31.2

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
T E X A S (CONTD)													
Texas Southmost College		IV	3	30.3	3	37.1	22.	60.		97	59	30.3	30.3
Texas State Tech.Inst.-Hrlgn		IV	4	26.6	4	34.1	28.		8.5	118	37	27.4	24.3
Texas State Tech.Inst.-Waco		IV	4	27.3	4	34.1	25.		8.1	261	44	27.5	25.7
Trinity Valley Comm. College	140	IV	4	27.8	3	34.3	23.			65	50	28.6	26.8
Tyler Junior College		IV	3	30.6	3	35.3	15.			92	103	31.5	29.8
Victoria College		IV	2	33.9	2	42.3	25.	58.		47	41	35.9	31.7
Wharton County Junior Coll.	1	IV	3	31.2	3	38.3	23.			50	41	32.4	29.6
U T A H													
College of Eastern Utah		IV	4	26.1	3	35.7	36.	45.		41	19	27.3	23.7
Utah Valley Community Coll.		IV	4	27.9	3	35.7	28.	59.		115	42	28.3	26.6
V I R G I N I A													
Commonwealth Coll.-Hampton		IV	5	16.2	5	18.5	14.			2	8	---	---
Southern Seminary College		IV	5	23.9	5	28.0	17.		11.2	6	12	24.7	23.5
W A S H I N G T O N													
Bellevue Community College		IV	2	32.0	2	40.9	28.	74.		56	44	33.1	30.6
Centralia College	1	IV	3	30.4	2	38.9	28.	78.	5.5	34	16	30.5	30.0
Columbia Basin College		IV	2	31.4	2	39.4	25.	73.		53	27	32.2	29.8
Grays Harbor College		IV	3	31.2	2	39.3	26.	75.	2.3	34	10	31.2	31.2
South Puget Sound Comm.Coll.		IV	3	29.3	3	37.0	26.		5.6	32	23	29.3	29.4
Wenatchee Valley College	163	IV	3	28.1	3	36.3	29.	63.		34	23	29.1	26.6
Whatcom Community College		IV	3	28.1	3	35.8	27.	76.	6.8	12	13	27.8	28.4
W I S C O N S I N													
Chippewa Valley Tech. Coll.		IV	2	35.1	2	45.9	31.		5.6	106	69	35.0	35.1
Milwaukee Area Tech. College	98	IV	1	40.7	1	53.8	32.		4.0	353	265	41.4	39.9
Nicolet Area Technical Coll.		IV	2	32.0	2	41.6	30.		6.7	33	23	33.2	30.4
Southwest Wis.Tech.College		IV	2	31.4	2	41.2	31.	ALL	7.0	44	34	31.4	31.3
W Y O M I N G													
Casper College		IV	3	29.9	3	37.2	25.	66.	7.9	93	67	30.6	28.7
Laramie County Comm. College		IV	3	31.1	2	39.1	26.		5.0	37	27	31.8	30.1
M I C R O N E S I A													
Community Coll. Micronesia		IV	5	12.2	5	13.2	8.		4.0	19	11	12.6	11.4

NOTES TO APPENDIXES I AND II

For the purpose of this survey, 12-month salaries are converted to a standard academic-year basis. A factor of 9/11 (or 81.8 percent) is used except when an institution provides a different formula. The first twenty-four notes are used to indicate which formula has been used for a specific institution.

1. A factor of 75.0
2. A factor of 76.9
3. A factor of 80.0
4. A factor of 83.3
5. A factor of 85.7
6. A factor of 90.0
7. A factor of 86.0
8. A factor of 86.2
9. A factor of 84.8
10. A factor of 86.4
11. A factor of 86.9
12. A factor of 90.9
13. A factor of 92.3
14. A factor of 87.5
15. A factor of 91.7
16. A factor of 91.1
17. A factor of 76.3
18. A factor of 76.6
19. A factor of 78.0
20. A factor of 71.4
21. A factor of 82.2
22. A factor of 83.0
23. A factor of 94.7
24. A factor of 84.2
25. Data shown under "Men" are for men and women combined.
26. The retirement component does not include the contribution made for unfunded retirement liability.
27. The compensation figures also include a portion of the employee's contribution to the Federal Social Security Program which is paid by the state (5.85 percent of first $16,500 of salary).
28. Actuarial valuations are prepared annually to determine state's contributions as required by law. This year, contribution is "zero" as compared to 2.3 percent for 1988-89. A factor of 85.5 percent was used to convert 12-month salaries to standard academic-year basis.
29. A factor of 75.0 percent was used in converting 12-month salaries to standard academic-year basis. See note 27.
30. Data provided by the Chancellor's Office of the California Community Colleges. Data shown under "Men" are for men and women combined. Benefits have been estimated.
31. Data do not reflect the equity adjustments.
32. *Air Force Institute of Technology*—Fringe benefits estimates were based on previous year's information and rates used by other federally controlled institutions.
33. *Alverno College*—After five years of employment, faculty are granted continuous employment rather than tenure. A factor of 75.0 (9/12) was used to convert 12-month salaries to standard academic-year basis.
34. *American University*—Annual raises become effective at the start of the spring semester; therefore, the figures shown include one-half of the annual raise.
35. *Antioch University*—Data also include Antioch Southern Calif. Region, Antioch College, SAEL, Antioch, Pa., Antioch New England, and Antioch Seattle.
36. *Austin Community College*—Data also include Rio Grande, Riverside, Northridge, Southwest Center, Rutherford, and Oaks campuses. See note 1.
37. *Black Hawk College*—Data for Quad Cities, Kewanee, and Moline campuses.
38. *Blinn College*—Data are for Brenham, Bryan, College Station, and Bastrop campuses.
39. *Caribbean University College*—Data include Bayamon, Carolina, Vega Baja, and Ponce campuses.
40. *Catonsville Community College*—Data include Catonsville and Carroll Community Colleges.
41. *Central Community College*—Data do not reflect 1989-90 salary increase under negotiation at time of submission. A factor of 84.2 was used to convert contracts other than 9-month to standard academic year.
42. Clark County Community College—Data include Las Vegas, Cheyenne, Henderson, and West Charleston campuses.
43. *Cochise College*—Data include the Douglas and Sierra Vista campuses. A factor of 9/12 or 75.0 percent was used to convert 12-month data to standard academic-year basis.
44. *College of William and Mary*—Data also include Virginia Institute of Marine Science.
45. *Columbia University*—Data do not include Applied Science faculty.
46. *Community College of Allegheny County*—Data include Allegheny, Boyce, South, and North campuses.
47. *Cornell University (Endowed Colleges)*—Data include the College of Architecture, Art, and Planning, Arts and Sciences, Engineering, School of Hotel Administration, Law School, Johnson Graduate School of Management, and African Studies and Research Center.
48. *Cornell University (Statutory Colleges)*-Data include College of Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
49. *Daytona Beach Community College*—Data include Daytona Beach, West, South, and Flagler/Palm Coast campuses.
50. *D'Youville College*—Data do not reflect a salary increase of 8.3 percent under negotiation at time of submission.
51. *Eastern Iowa Community College District*—Data include Scott, Muscatine, and Clinton Community Colleges.
52. *Eastern Montana College*—Data reflect a 6 percent across-the-board increase but negotiations were not completed at time of submission.
53. *El Paso Community College District*—Data also include Valle Verde, Rio Grande, and Transmountain campuses. See note 1.
54. *Embry-Riddle Aeronautical University*—Data include Daytona Beach, Fla., and Prescott, Ariz., campuses. See note 3.
55. *Erie Community College*—Data include Erie, South, North, and City campuses.
56. *Fairleigh Dickinson University*—Data include Rutherford, Teaneck, and Madison campuses and Williams College. See note 4.
57. *Fontbonne College*—Data include Chrysler Plant in Fenton and O'Fallon, Mo., faculty.
58. *Fordham University*—Data also include Rose Hill, Bronx, Lincoln Center, Manhattan, and Marymount Tarrytown campuses.
59. *Friends World College*—Data include Huntington, N.Y.; Kyoto, Japan; London, England; Bangalore, India; San Jose, Costa Rica; Machakios, Kenya; and Jerusalem, Israel.
60. *Front Range Community College*—Data include Westminster and Larimer County Center in Fort Collins.
61. *Gallaudet University*—Retirement component includes the portion paid directly by the federal government.
62. *Gannon University*—Data also include Villa Maria College faculty (merged July 1, 1989).
63. *Garrett Community College*—Data also include Oakland Center.
64. *George C. Wallace State College, Selma*—Data include Selma and Clanton campuses.
65. *Golden Gate University*—Data also include the Fort Myer, Va., campus.
66. *Grace Schools, Inc.*—Data also include Grace Seminary, West campus, Long Beach, Calif.
67. *Greenfield Community College*—No salary increase given since September 1988. Current collective bargaining contract expired June 30, 1989. No determination on salary increase at time of submission.
68. *Grossmont/Cuyamaca College District*—Data include Grossmont and Cuyamaca Colleges and do not reflect 1989-90 salary increase.
69. *Hamline University*—Data do not include Law faculty.
70. *Hebrew Union College*—Data include Cincinnati, Los Angeles, and New York campuses. Because Hebrew Union, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full-professor level at the top of the scale, average salary/compensation reflects an upward skewing that can be deceptive.
71. *Houghton College*—Data also include the Buffalo suburban campus.
72. *Howard Payne University*—Data also include Corpus Christi Learning Center.
73. *Idaho State University*—Data also include Vocational Tech Education faculty.
74. *Illinois Eastern Community Colleges*—Data include Frontier, Lincoln Trail, Olney Central, and Wabash Valley colleges. A factor of 9/12 (or 75.0 percent) was used to convert data to standard academic-year basis.
75. *Indian Hills Community College*—Data include Ottumwa, Ottumwa Airport, and Centerville campuses.
76. *Indiana University of Pennsylvania*—Data include Indiana, Armstrong, and Punxsutawney campuses. See note 26.
77. *Iowa Lakes Community College*—Data include Estherville and Emmetsburg centers.
78. *Iowa Valley Community College District*—Data include Ellsworth and Marshalltown Community Colleges.
79. *J. Sargeant Reynolds Community College*—Data also include Downtown, Parham Road, and Western campuses.
80. *Lansing Community College*—Data shown under "Men" are for both men and women. A factor of 82.2 percent was used to convert 12-month data to standard academic-year basis.
81. *Lewis-Clark State College*—Data include academic and vocational faculty.
82. *Lincoln College*—Data include Lincoln and Normal campuses.
83. *Linfield College*—Data also include the Portland campus.
84. *Loma Linda University*—Data include Loma Linda and Riverside campuses.
85. *Long Island University*—Data include C.W. Post, Brooklyn, Southampton, Brentwood, and Rockland campuses.
86. *Los Angeles College of Chiropractic*—Data include main campus plus satellite clinics.
87. *Louisiana State University and A & M College*—Data also include Louisiana State University Agricultural Center and Hebert Law Center.
88. *Loyola Marymount University*—Data also include Loyola Law School.
89. *Madonna College*—In late 1970s, the college converted from standard tenure to a multi-year contract system.
90. *Manatee Community College*—Data also include Bradenton and South campuses. A factor of 71.4 percent was used to convert 12-month data to standard academic-year basis.
91. *Marin, College of*—Data also include Kentfield and Indian Valley campuses.
92. *Mercer University*—Data also include the Law School, N.E. campus in Atlanta, and Pharmacy School in Atlanta.
93. *Metropolitan Community Colleges*—Data include Longview, Maple Woods, and Penn Valley Community Colleges.

94. *Metropolitan Community College*—Data include Omaha, Fort Omaha, Elkhorn Valley, and South Omaha campuses. See note 17.
95. *Mid-Plains N.E. Technical Community College*—Data also include McCook Community College.
96. *Middlesex Community College*—Data apply to Burlington, Bedford, and Lowell campuses. Data do not reflect the 1989–90 salary increase.
97. *Midlands Technical College*—Data also include Airport and Beltline campuses.
98. *Milwaukee Area Technical College*—Data include the main campus at Milwaukee and the South, North, and West campuses.
99. *Mississippi Gulf Coast Community College*—Data include Perkinston, Jefferson Davis, and Jackson County campuses. A factor of 90 percent was used to convert data to standard academic-year basis.
100. *Mohawk Valley Community College*—Data include Utica and Rome campuses.
101. *Mount Wachusett Community College*—Data do not reflect the 1989–90 salary increase.
102. *National College of Education*—Data include Evanston, Chicago, and Lombard, Ill.; St. Louis, Mo.; Beloit and Milwaukee, Wis.; McLean, Va.; Tampa, Fla.; and Seeheim, West Germany campuses. A factor of 10/12 (or 83.3 percent) was used to convert 12-month data to standard academic-year basis.
103. *North Harris County College District*—Data also include East and South campuses.
104. *North Shore Community College*—Data include both the Beverly and Lynn campuses.
105. *Northeastern University*—Salary increases reflect a 3 percent equity raise across the board which, at the time of submission, was in the process of being allocated. When actually posted, the raise may not be evenly across all ranks. A factor of 85.6 was used to convert 12-month data to standard academic-year basis.
106. *Northern State University*—The 1988–89 percentage increases in salary for continuing faculty published in last year's report were erroneous. These should have been 4.0, 3.3, 3.5, and 2.7 for professor, associate, assistant, and instructor ranks, respectively.
107. *Northwestern Michigan College*—Data include Traverse City and Cadillac campuses.
108. *Norwalk Community College*—Data also include J.M. Wright Technical School.
109. *Norwich University*—Data also include the Military College of Vermont and Vermont College.
110. *Oakland City College*—Data also include Bedford College Center.
111. *Pace University*—Data include New York, White Plains, and Pleasantville excluding the School of Law faculty.
112. *Pennsylvania College of Technology*—Formerly known as Williamsport Area Community College.
113. *Pennsylvania State University, IIA Campuses*—Data include Erie-Behrend, Harrisburg-Capital, and Great Valley Center. See note 26.
114. *Pennsylvania State University, III Campuses*—Data include Allentown, Altoona, Beaver, Berks, Delaware, DuBois, Fayette, Hazelton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Shenango, Valley, Wilkes-Barre, Worthington, Scranton, and York campuses. See note 26.
115. *Pfeiffer College*—Data also include the Charlotte campus.
116. *Pima Community College*—Data also include West, Downtown, and East campuses.
117. *Point Loma Nazarene College*—Data include Point Loma and Pasadena campuses.
118. *Providence College*—Data apply to lay faculty only.
119. *Fundacion Educative Ana G Mendez*—Data include Univ. Metro., Univ. del Turado, and Puerto Rico College.
120. *Redwoods Community College District*—Data include Eureka, Mendicino, and Del Morte campuses.
121. *Roger Williams College*—Data include Bristol and Providence campuses.
122. *Rollins College*—Data include Winter Park and Brevard campuses.
123. *Sage JCA*—Formerly known as Albany Junior College.
124. *Saint Joseph's College*—Data apply to lay faculty only.
125. *Saint Peter's College*—Data also include Englewood Cliffs campus.
126. *Salt Lake Community College*—Data also include the Riverside campus. See note 3.
127. *San Jacinto College District*—Data include San Jacinto College Central, North, and South campuses.
128. *Seton Hall University*—Data include South Orange campus and Law School.
129. *Southeast Community College*—Data include Beatrice, Lincoln, and Milford campuses.
130. *Southern College of Seventh-Day Adventists*—Data are for Collegedale, Tenn., and Orlando, Fla., campuses.
131. *Southern Union State Junior College*—Data include the Wadley, Valley, and Opelika campuses.
132. *SUNY at Buffalo*—Data also include the Health Sciences faculty.
133. *SUNY at Stony Brook*—Data also include the Health Sciences faculty. The 1988–89 data inadvertently included a group of hospital employees. While it did not affect the averages by rank, the "All Ranks Combined" salary and compensation should have been 50.7 and 63.5, respectively.
134. *Stetson University, John B.*—Data include DeLand and St. Petersburg campuses.
135. *Syracuse University*—Data also include College Center of the Finger Lakes, Mid-Huston, Rome, and Endicott-Owego Graduate Centers.
136. *Technical College of the Lowcountry*—Data also include Hampton Extension and Hilton Head Center.
137. *Tennessee State University*—Data also include the Avon N. Williams campus.
138. *Texas Woman's University*—Data include Dallas, Denton, and Houston campuses. See note 27.
139. *Transylvania University*—Substantial supplements for excellence in teaching not included in salary but reflected in compensation.
140. *Trinity Valley Community College*—Data include Henderson-Athens, Anderson County-Palestine, Kaufman County-Terrell, Health Science Center-Kaufman.
141. *Troy State University*—Data also include Troy, Nursing, and Phenix City campuses.
142. *Tufts University*—Data include Arts and Sciences, Fletcher School, School of Dentistry, and School of Veterinary Medicine.
143. *Union College*—The average compensation for the ranks of assistant, instructor, and all ranks published in the 1988–89 annual report should have been shown as 38.0, 32.8, and 52.8, respectively.
144. *University of Alabama, Birmingham*—Data apply to University of Alabama General Schools.
145. *University of Alaska, Anchorage*—Data include Anchorage campus and Kenai, Peninsula, Kodiak, and Matanuska-Susitna campuses.
146. *University of Alaska, Fairbanks*—Data include Fairbanks campus, and Chukchi, Kuskokwim, and Northwest campuses.
147. *University of Alaska, Southeast*—Data include Juneau, Ketchikan, and Sitka campuses.
148. *University of Chicago*—The 1988–89 average compensation by rank should have been 84.9, 56.4, 47.6, and 38.2 for professor, associate, assistant, and instructor, respectively. All ranks combined (69.6) unchanged.
149. *University of Denver*—Average compensations published in 1988–89 annual report should have been 58.4, 44.1, 36.1, 37.4, and 46.9 for professor, associate, assistant, and all ranks combined, respectively. Benefits were overestimated due to an error in computing unemployment compensation tax.
150. *University of Detroit*—Data include main campus and Renaissance and Dental School campuses.
151. *University of Lowell*—Data do not reflect the 1989–90 increases under negotiation at the time of submission.
152. *University of Massachusetts, Amherst*—Salary increase includes a 2.6 percent merit increment retroactive to September 1988.
153. *University of Miami*—Data include Coral Gables and Key Biscayne (ASMAS) faculty.
154. *University of the Pacific*—Data also include the School of Dentistry, San Francisco, and McGeorge School of Law, Sacramento.
155. *Puerto Rico-Humacao University College*—Data do not include faculty with less than 9-month contracts.
156. *University of Rhode Island*—Data also include Narragansett Bay campus.
157. *University of Rochester*—While compensation figures are comparable to those published in previous years, the reinstatement of the institution's contribution to the retirement plan affects salary figures which until this year included an increment in salary in lieu of retirement contribution. This practice is no longer in effect.
158. *University of Saint Thomas*—Data also include School of Theology and Saint Mary's Seminary.
159. *University of South Alabama*—Data also include the Baldwin County campus.
160. *University of Southern Mississippi*—Data also include the Gulf Coast campus.
161. *Urbana University*—Data include Columbus, Dayton, Marysville, and Urbana campuses.
162. *Washington and Lee University*—Data do not include the Law School.
163. *Wenatchee Valley College*—Data also include North campus in Omak, Wash.
164. *West Virginia Northern Community College*—Data include Wheeling, Weirton, and New Martinsville campuses. See note 1.
165. *Western Conservative Baptist Seminary*—Data also include Western Seminaries in San Jose and Phoenix.
166. *Western Montana College*—Data do not include the 1989–90 salary increase under negotiation at time of submission.
167. *Western Nebraska Community College*—Data include Scottsbluff and Sidney campuses. A factor of 76.3 percent was used to convert 12-month salaries to standard academic-year basis.
168. *Whittier College*—Data also include the Whittier College School of Law.
169. *Wilmington College*—Data also include the Cincinnati Branch, Lebanon, and Warren Correctional campuses.
170. *Worcester State College*—Data do not reflect the 1989–90 increase that had not been negotiated at the time of submission.
171. *Yavapai College*—Data include Prescott, Verge, and Coconino Extension campuses.

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CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 125 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the January-February 1986 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its memers; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State College and Universities under South Dakota Board of Regents (September, 1961, 247-55) 1962

Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).

Grove City College (Pennsylvania) (March, 1963, 15-24) 1963

University of the Ozarks (Arkansas) (December, 1963, 352-59) .. 1964

Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Nebraska State Colleges (December, 1964, 347-54) 1965

Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

Amarillo College (Texas) (September, 1967, 292-302) 1968

Frank Phillips College (Texas) (December, 1968, 433-38) ... 1969

Central State University (Oklahoma) (March, 1969, 66-77) .. 1969

Southern Arkansas University (March, 1971, 40-49) 1971

Onondaga Community College (New York) (June, 1971, 167-74) 1972

Colorado School of Mines (March, 1973, 73-79) 1973

Rider College (New Jersey) (March, 1973, 93-100) 1973

Camden County College (New Jersey) (September, 1973, 356-62) 1974

Virginia Community College System (April, 1975, 30-38) .. 1975

Concordia Seminary (Missouri) (April, 1975, 49-59) 1975

Houston Baptist University (April, 1975, 60-64) 1975

Murray State University (Kentucky) (December, 1975, 322-28) 1976

Blinn College (Texas) (April, 1976, 78-82) 1976

Marquette University (Wisconsin) (April, 1976, 83-94) 1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87) 1977

State University of New York (August, 1977, 237-60) 1978

University of Detroit (March, 1978, 36-54) 1978

Phillips County Community College (Arkansas) (May, 1978, 93-98) 1978

University of Texas of the Permian Basin (May, 1979, 240-50) 1979

Wingate College (North Carolina) (May, 1979, 251-56) 1979

Olivet College (Michigan) (April, 1980, 140-50) 1980

Nichols College (Massachusetts) (May, 1980, 207-12) 1980

Bridgewater State College (Massachusetts) (April, 1981, 86-95) 1981

Yeshiva University (New York) (August, 1981, 186-95) 1982

Sonoma State University (California) (May-June, 1983, 3-12) .. 1983

Auburn University (May-June, 1983, 24-32) 1983

American International College (Massachusetts) (May-June, 1983, 42-46) 1983

Illinois College of Optometry (November-December, 1982, 17a-23a) 1984

Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a) 1984

University of Northern Colorado (May-June, 1984, 1a-8a) .. 1984

Westminster College of Salt Lake City (November-December, 1984, 1a-10a) 1985

Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a) 1985

Temple University (May-June, 1985, 16-27) 1985

Talladega College (Alabama) (May-June, 1986, 6a-14a) 1986

Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a) 1987

Morgan State University (Maryland) (May-June, 1987, 23-32) .. 1987

The Catholic University of Puerto Rico (May-June, 1987, 33-38) 1987

Husson College (Maine) (May-June, 1987, 45-50) 1987

Hillsdale College (Michigan) (May-June, 1988, 29-33) 1988

University of Judaism (California) (May-June, 1988, 34-40) . 1988

Claflin College (South Carolina) (May-June, 1988, 41-48) .. 1988

Maryland Institute, College of Art (May-June, 1988, 49-54) .. 1988

Southeastern Baptist Theological Seminary (North Carolina) (May-June, 1989, 35-45) 1989

Alabama State University (May-June, 1989, 46-56) 1989

Concordia Theological Seminary (Indiana) (May-June, 1989, 57-67) 1989

UPDATE

Association News and Developments in Higher Education

University of California Divided Over Proposed Incompetence Policy

A much-debated University of California proposed policy for dealing with grossly deficient performance by tenured faculty members that was deadlocked in the university senate has been referred to an academic senate task force. The policy, which has been widely reported in the media and praised by anti-tenure commentators, will not go into effect unless it receives senate approval.

The controversial proposal was embraced by the Berkeley division of the senate in February 1989. It would provide a detailed definition of incompetence and prescribe remedial actions, including possible dismissal, upon recommendation of an *ad hoc* review committee. The policy would apply to a faculty member who is found deficient in both research and teaching, one "who has ceased (or virtually ceased) to engage in serious scholarship or creative activity for a substantial period of time" and "whose teaching . . . is so inadequate that it is a disservice to students to permit the faculty member to continue to teach."

The framers of the policy claimed it was intended both to "safeguard tenure as an institutionalized protection of academic freedom" and to "validate the privilege of tenure by seeking not to protect extreme incompetence." The policy was vigorously opposed and defeated by a wide margin, however, in the Los Angeles (UCLA) division of the senate in March 1989. Agreeing with their Berkeley counterparts on the necessity of terminating the appointments of grossly incompetent faculty members, many speakers nevertheless labelled the Berkeley policy unnecessary (because university policy already provides for dismissal for "good cause") and a threat to academic freedom.

"I see no indication of a rising tide of gross incompetence, and hence little need for revision of the long-term standard for dismissal," said David Kaplan, a professor of philosophy, during the senate meeting. Martin Shapiro, a professor of medicine, added that "the standard is so hopelessly vague that it could be applied to almost anyone at some time or another." Senate divisions at other campuses of the University of California voiced objections as well.

Last fall, responding to the conflict over the proposal, the senate referred the entire matter to a task force chaired by Charles Nash, a professor of chemistry at UC Davis. The senate charged the task force to "develop criteria, policy, and procedures for dealing with cases of gross incompetence among tenured faculty."

AAUP Associate General Secretary Jordan E. Kurland has notified the senate of the Association's interest in its deliberations. "We simply do not think highly detailed criteria are necessary," said Kurland, commenting on the Association's view of the matter. "Most universities allow termination upon demonstration of adequate cause, and that—together with a reasonable amount of initiative—is all a campus needs to deal with a handful of extreme cases." He pointed out that "when you start writing criteria and procedures to deal with the most grossly unfit, it just opens the door to having another category not quite as bad and yet another category not quite as bad as that."

"We are not in the business of search-and-destroy missions," task force chair Nash observed. "Our tentative view is that due process might well be served by mandating the initial offering of a rehabitation contract between the faculty member and the institution."

The task force expects to shape preliminary recommendations for "conversation" with the academic council of the senate in July or August and possible senate action next fall.

MSU Board, Overriding President, Names Coach Athletic Director

The board of trustees of Michigan State University, over the objections of the university's president, has named MSU football coach George Perles the university's athletic director as well, an action that may have far-reaching consequences.

Many students and faculty members fear that the decision, reached by a 5-3 vote at an emergency meeting in January, will give the university a reputation for emphasizing athletics over academics. The decision may have also weakened MSU President John A. DiBiaggio's ability to work effectively with the board on other matters.

President DiBiaggio had opposed the board's action, concerned that it would undermine the university's role in supervising the football program and that it would overlook certain hiring procedures involving affirmative action. The board named Perles athletic director only ten days after the position was first advertised.

The trustees have agreed that Perles will hold both posts for a period of one year, at which time the trustees and the athletic board will evaluate his performance. Some consider this agreement a compromise action by the board to mitigate some of the adverse reaction to their decision.

"The board of trustees should have realized that it's not in its best interests to have the same person as football coach and athletic director," said John Wiestart, a law professor at Duke University and chair of the AAUP Special Committee on Athletics. "The institution will be missing a crucial level of supervision and oversight."

Wiestart noted that "we haven't yet found the answer to what is the proper role of the university president in the oversight of an athletic program. That question is only the beginning of a larger discussion."

Court Finds Mercer University Guilty of Breach of Contract

A Dekalb County (Ga.) jury recently found the Mercer University Board of Trustees guilty of bad faith and breach of contract in voting last year to close

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A large portion of the CREF Stock Account portfolio is designed to track the U.S. market as a whole. The portfolio also contains international investments and stocks chosen specifically for their growth potential.

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*The two new Accounts may not be available under all institutional retirement plans, but are available for all SRAs.

**Lipper Analytic Services, Inc., Mutual Fund Performance Analysis Reports, Growth Funds and General Equities Funds Averages, ending 12/31/89.

***Donoghue's Money Fund Averages.

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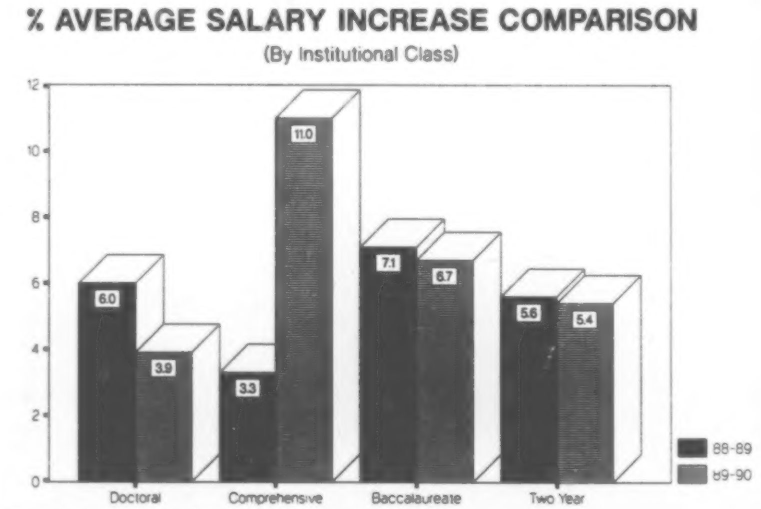
the university's College of Arts and Sciences in Atlanta, although the presiding judge in the case ruled out the possibility of keeping the Atlanta college open. The university's main campus is located in Macon.

The court ruling entitles affected students and faculty members to recover damages and to file individual lawsuits against the university.

In December 1989, the university's liberal arts faculty members in Atlanta received notices informing them of the termination of their appointments, effective the end of that month, on grounds relating to "the operating costs of the College." The board of trustees later retreated from the December date, voting instead to close the college effective June 30, 1990. Notices of termination effective that date were issued to all full-time faculty members.

Reeling from sudden news of a financial crisis and from the revelation of a $14 million hidden deficit, the faculty at the school's Atlanta and Macon campuses had voted in December 1988 to approve resolutions expressing "no confidence" in President R. Kirby Godsey. The deficit, which had been mounting since 1982, was covered by short-term borrowing that nearly exhausted Mercer's borrowing capacity. The loans, although approved by Godsey, were never submitted to the board of trustees. Budget documents showed that Godsey was set to receive a $24,750 pay increase for 1989, which would have brought his annual salary to $135,000.

The AAUP, in a letter to President Godsey last year, expressed its dismay over the fact that the decision to terminate faculty appointments was made without any significant faculty participation. Regulation Four of the Association's *Recommended Institutional Regulations* calls for meaningful faculty involvement in decisions involving termination of appointments because of financial exigency or discontinuance of a program or department, particularly in determining "that all feasible alternatives to termination of appointments have been pursued."



Source: College and University Personnel Association.

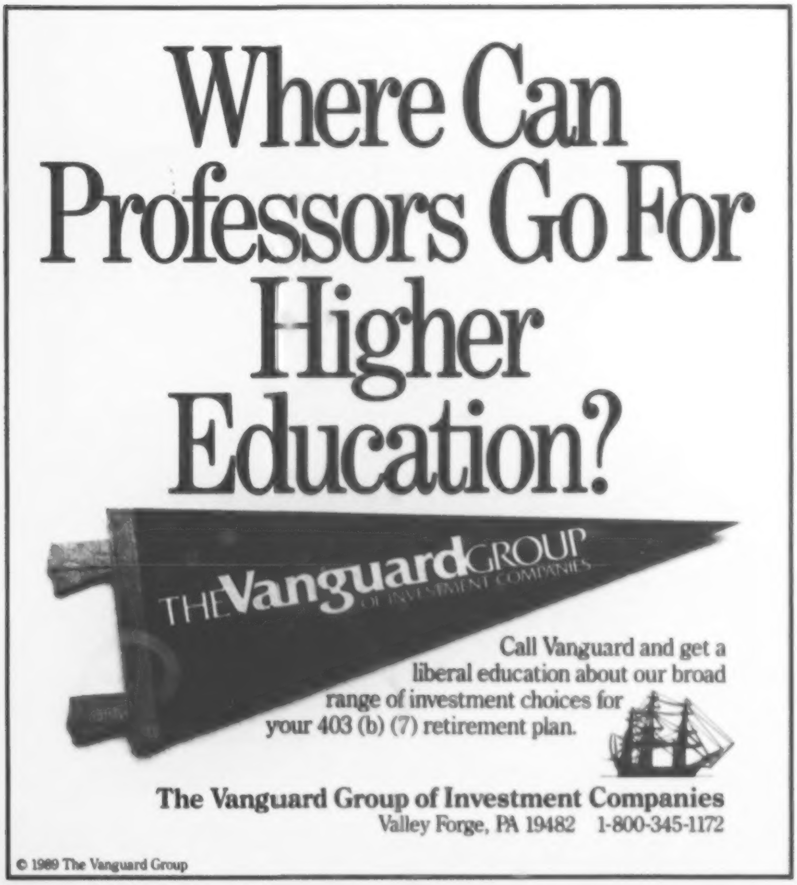
Administrators' Salary Increases Fall Below Inflation Rate

Salary increases for college and university administrators nationwide rose an average of 4.5 percent for the 1989–90 academic year, failing to match last year's inflation rate of just over 5 percent, according to a report released by the College and University Personnel Association (CUPA).

CUPA's survey, based on data drawn from 1,390 institutions, found that administrators in public institutions received salary increases averaging 4.6 percent, down from 4.9 percent in 1988–89, while their counterparts at private institutions averaged increases of 3.9 percent, which fell from last year's 6.7 percent increase.

Administrators at comprehensive institutions enjoyed pay increases of 11 percent, compared to increases of only 3.9 percent for administrators at doctoral institutions, the CUPA survey revealed. The salaries of administrators at baccalaureate institutions and two-year colleges climbed 6.7 percent and 5.4 percent, respectively.

"Even though in a given year there may be a wide disparity between the groups, the salaries in each group tend to average out over a few years," ex-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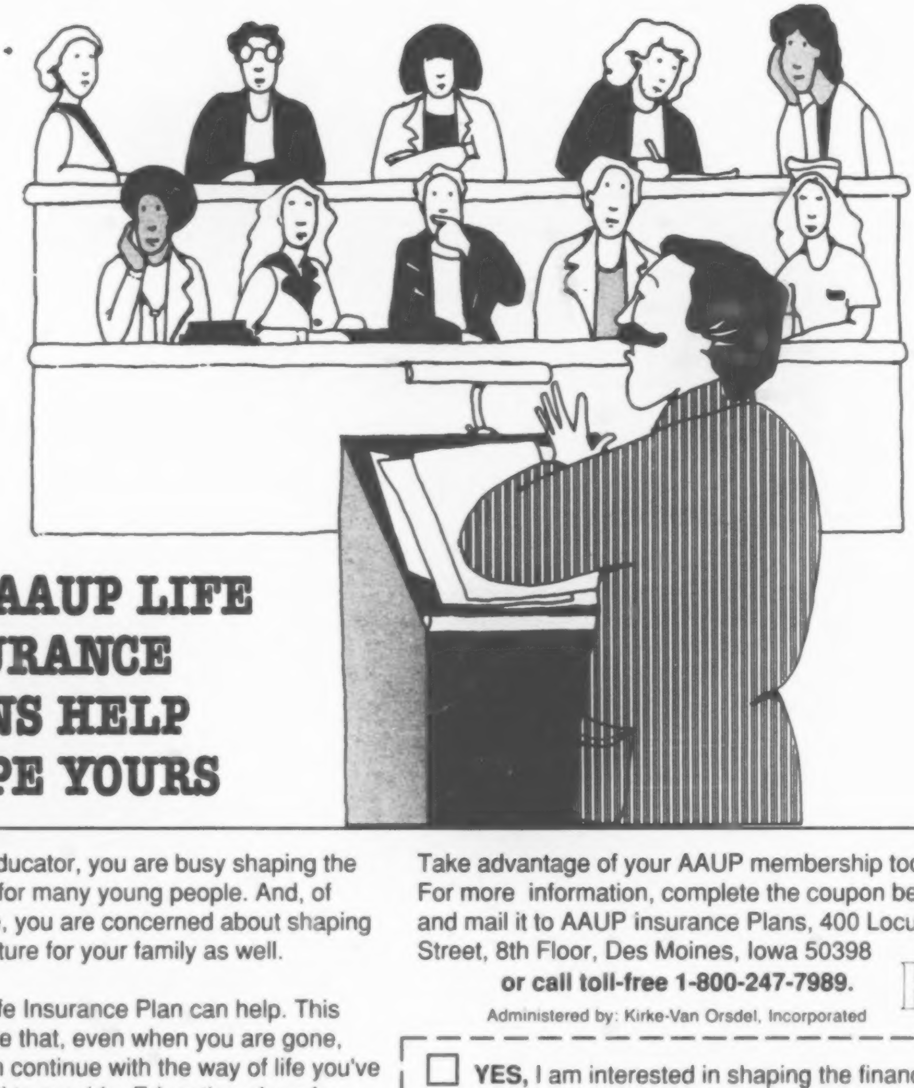

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plained John M. Toller, personnel director at the University of Connecticut and a co-author of the survey analysis. "If you add the salary increases for a two-year period, the increases came out to 14.3 percent in the comprehensive institutions and 13.8 percent in the baccalaureate institutions. Some institutions tend to pay on a more consistently competitive basis, so there's less of the 'good-year, bad-year' syndrome."

Copies of the the *1989–90 Administrative Compensation Survey* can be obtained from CUPA at 1233 20th Street, N.W., Washington, D.C. 20036.

Transferability Now an Option with CREF Funds

On March 1, monies invested in the College Retirement Equities Fund (CREF) became transferable to other investment managers. This development, which represents the most significant advance in CREF since its founding in 1952, ends the CREF "monopoly" over the $40 billion in the fund.

The change originated in an application that CREF filed with the Securities and Exchange Commission (SEC) in 1985. AAUP was among the active participants in that proceeding and signed the settlement agreement ultimately approved by the SEC.

Decisions on whether to permit faculty members and other TIAA-CREF participants to transfer accumulated funds to other investment managers must now be made on an institution-by-institution basis. Numerous investment companies are urging colleges and universities to adopt alternatives to TIAA-CREF and are also marketing themselves to individual participants.

The Internal Revenue Service has been reluctant to declare officially that certain kinds of transfers between investment managers can be made without tax liability. But the AAUP, in a collaborative effort with NEA, the faculty union from the State University of New York, TIAA-CREF, and representatives of the mutual fund industry, worked to persuade the IRS to clarify that transfers between higher education retirement fund investment vehicles would create no tax consequences for individuals. The IRS issued a revenue ruling with the necessary clarification just prior to March 1.

Within two years, TIAA expects to adopt provisions for the transfer of its funds. Because TIAA invests in longer term instruments, transfers out of TIAA will not be immediate but rather spread out over a ten-year period. Also in process are plans, which AAUP is closely monitoring, to revise the procedures for electing directors of TIAA and CREF.

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Low Proportion of Students Graduate After Four Years, Study Finds

Only 15 percent of undergraduate students complete their degrees within four years, according to a recent study by the National Institute of Independent Colleges and Universities (NIICU).

The study, *Undergraduate Completion and Persistence at Four-Year Colleges and Universities*, shows that the overall degree completion rate for students who enrolled full-time in college directly from high school is 54.2 percent after six years at independent institutions, compared to 42.7 percent after six years at public institutions.

"It's clear that completing an undergraduate college degree in four years is not the norm in either the public or private sector," said Oscar F. Porter, assistant director of NIICU and author of the study. "While students in the independent sector are more likely to have completed their degrees in the traditional four years than students in the public sector, the overall degree completion rate offers little solace for either sector."

The study finds that the college degree completion rate for African-American and Hispanic students is about 25 to 30 percent, compared to approximately 50 percent for white and Asian-American students. In general, ethnic groups achieve higher rates of completion in the independent sector. An exception is Hispanic students, whose rates show no appreciable difference in either sector.

Low socio-economic status emerges in the study as a significant impediment to college completion. Approximately 23 percent of the low socio-economic status students surveyed received a bachelor's degree within six years. As socio-economic status rises, degree completion rates increase, a pattern that differs very little in independent and public higher education.

Students who receive a grant in their first year of college more often remain enrolled than do students without grants. Of those students surveyed who received a grant during the first year, 90 percent were still enrolled in the second semester, while students without grants in the first year showed persistence rates of approximately 75 percent.

"It is important to the higher education community and the community at large to evaluate where we stand in relation to the goal of helping students complete their undergraduate degrees," said NIICU President Richard F. Rosser. "While we have had some successes, it is clear that quite a bit of work still needs to be done, particularly among economically disadvantaged and minority students."

CB Summer Institute Scheduled, Members Invited

The ninth annual Collective Bargaining Summer Institute will be held on the Westside Campus of Western Connecticut State University from July 26 through July 29, 1990.

The four-day training seminar is open to members of collective bargaining chapters, as well as AAUP members from non-collective-bargaining chapters who are involved in faculty advocacy. The institute helps participants develop skills in four specific aspects of collective bargaining. The workshops this year include chapter leadership, negotiations, contract and grievance administration, and advanced arbitration.

For additional information about the institute, contact Peggy Quinn at the AAUP Washington office.

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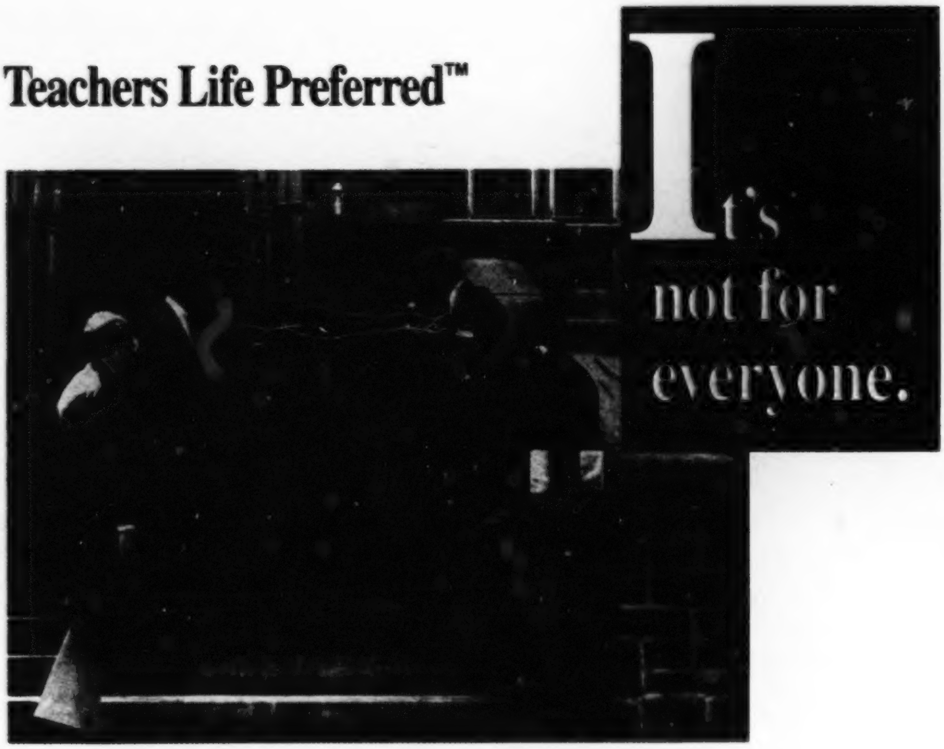

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